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Economics and Research Branch  
Working conditions in  
Canadian industry. 1962

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# WORKING CONDITIONS IN CANADIAN INDUSTRY



Report No 6

1962

ECONOMICS AND RESEARCH BRANCH,  
DEPARTMENT OF LABOUR, CANADA







# WORKING CONDITIONS IN CANADIAN INDUSTRY, 1962

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ECONOMICS AND RESEARCH BRANCH  
DEPARTMENT OF LABOUR  
CANADA

Hon. Michael Starr, Minister

G.V. Haythorne, Deputy Minister





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## FOREWORD

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This report draws together in tabular form information on working conditions of employees in most Canadian industries. The information presented is secured from the Survey of Working Conditions conducted in the spring of each year by the Economics and Research Branch of the Department of Labour.

These surveys secure information on conditions of employment in manufacturing, mining, public utilities, transportation and communication, trade, finance and service. Employers in these industrial groups are asked to report on the practice in their establishments regarding standard hours of work, vacations with pay, statutory holidays, retirement policy, industrial medical services, health benefit plans, number of employees covered by collective agreements, and other conditions of employment.

The report was prepared by the Wages and Working Conditions Surveys Section of the Labour Management Division, Department of Labour. Much of the credit for its production must be given to the more than 20,000 employers who co-operated in completing the survey questionnaire. To them we express our appreciation.

J.P. Francis,  
Director,  
Economics and Research Branch,  
Department of Labour.





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## TECHNICAL NOTES

This report summarizes the information obtained from the Annual Survey of Working Conditions in Canadian Industry conducted by the Economics and Research Branch of the Canadian Department of Labour, on May 1, 1962.

### Working Conditions Surveyed:

1. The term "working conditions", as used in these annual surveys, designates the wide range of conditions of employment other than straight-time wages or salaries which constitute an important part of the relationship between workers and their employers. It does not refer to the physical conditions of the work place, such as ventilation, light, heat, work space, or sanitation. The survey does not attempt to cover all items of working conditions each year. Items such as hours of work, paid statutory holidays, and vacations, which together with rate of remuneration are important aspects of the worker's take home pay, are dealt with each year; other items are dealt with at less frequent intervals.

2. The present report deals with the following conditions: (1) standard work week; (2) paid statutory or public holidays; (3) vacations with pay; (4) retirement policy for male and female employees; (5) industrial medical services; (6) health benefit plans; and (7) percentage of employees covered by collective agreements.

3. Special attention is drawn to the data under "Retirement Policy for Male and Female Employees" (Items 63 to 75 in this report). In this section percentages of employees are shown for different aspects of retirement policy for male and female employees. It should be noted that these are the percentages of the **total number** of employees (**male and female**) in establishments reporting the given retirement practices for male and female employees; for example, in Table 1, Item 70, the percentages shown indicate that 58 per cent of all non-office employees work in manufacturing plants where male employees normally retire at 65 years of age and 27 per cent work in plants where female employees normally retire at 65 years of age.

4. In the case of "Health Benefit Plans" respondents were asked to report on the details of Types of Benefits, Coverage, and Financing of Plans separately for each of the following categories of plans: (A) "Major Medical"; (B) "Specified Basic Benefits"; and (C) "Combination of Major Medical and Specified Basic Benefits". Owing to space limitations however, the information for the three categories is presented on a consolidated basis.

## Coverage and Scope of Survey:

5. The survey of working conditions is conducted by means of a mailed questionnaire. In the years 1953 to 1959 the questionnaire was sent out as of April 1 requesting information on working conditions in effect on that date. In 1960 the survey date was changed to May 1, and it is planned to continue to use this date in future surveys.

6. Prior to 1959 the survey was based on a mailing list of approximately 14,000 establishments. For the 1959 survey the mailing list was enlarged by approximately 6,000 establishments. The object of this enlargement was to up-date the mailing list by adding establishments which have come into existence in recent years and to include establishments which formerly did not meet the criterion of at least 15 employees. Such large-scale revisions of the mailing list, as well as the smaller revisions made from year to year, also make possible the inclusion of certain industrial or commercial groups for which there had not formerly been sufficient information to warrant the publication of data.

## Comparability of Annual Surveys:

7. As stated in paragraph 6, above, substantial additions were made to the mailing lists for the 1959 survey. To facilitate comparisons of working conditions in 1959 with those of previous years on the basis of similar establishment coverage, special tabulations were prepared for the 1959 report giving 1959 data for those establishments on the mailing list prior to its enlargement. These were published alongside of tabulations based on establishments on the enlarged mailing lists. In the present report statistics are based on the expanded mailing list.

8. The Working Conditions Survey at its inception was designed to cover a universe of establishments having 15 or more employees. Prior to the 1959 survey, however, where the size of an establishment fell below 15 employees, it was usually retained in the expectation that its size would increase again. In the course of time a considerable accumulation of these small establishments resulted, and it was decided that in the processing of the data for 1959 and subsequent years they would be eliminated. (They were, however, retained in those 1959 compilations prepared for the purpose of providing a basis of comparison of 1959 data with information for previous years). In addition to information on all establishments with 15 or more employees, the statistics published in these reports include information on all establishments which are branches of multi-establishment firms and all establishments which come under federal jurisdiction by reason of legislation administered by the federal Department of Labour.



9. The universe of respondents from which annual survey statistical data is obtained varies somewhat from year to year as a result of the addition of new establishments to the mailing lists and owing to variations in response. In 1962, replies were obtained from 80 per cent of the establishments to which questionnaires were sent. In each annual survey, second and third requests to reply to the survey are sent to all non-responding establishments and in the case of the larger employers, mailed requests are followed by telegraph and telephone contacts where necessary. It is safe to assume, therefore, that the percentage coverage of numbers of employees is considerably higher than the percentage coverage of establishments. Despite the "follow-up" procedures carried out each year, there will be some unavoidable minor differences in the composition of the body of respondents in some industrial or geographic groups. This fact should be borne in mind when analyzing variations in apparently comparable statistics from year to year.

10. It should also be noted that the wording of the questionnaire upon which each annual survey is based is carefully examined each year with a view to eliciting the most precise information possible. In many cases the wording of the questionnaire, in regard to a particular subject, will remain unchanged from year to year, but when it is found that a question has not been fully understood by respondents a more exact wording is sought. Users of this report seeking reasons for apparent changes in the incidence of certain working conditions should, therefore, be aware of the possible effects on the statistics of changes in the wording of the questionnaire. To assist readers to assess such changes, the 1959 report had as an appendix a copy of the questionnaire used and this practice has been continued.

11. No other significant changes in subject matter or statistical treatment have been introduced in the 1962 survey with which the present report deals. However, anyone wishing to construct historical statistical series using this report in conjunction with the reports published for previous years, should consult paragraph 8 of the Technical Notes contained in **Working Conditions in Canadian Industry 1960** (pages 2 and 3). The attention of research workers wishing to construct historical series is also drawn to the final sentence of paragraph 1 above in which attention is drawn to the fact that certain subjects are dealt with each year while others are dealt with periodically, but at intervals of more than one year, and occasionally a working condition may be dealt with on an "ad hoc" basis.

### **Concepts and Definitions:**

12. Employers are asked to submit reports for each of their "establishments". The term "establishment" refers to an operating unit having an independent existence in the sense that it contains within itself all of the elements needed for the activities carried on. Thus, the establishment is typically a factory, mine, store or similar unit; while in most cases it is a separate firm, it should be noted that the term "establishment" is not necessarily synonymous with "firm" or "company". In some cases it is necessary for an employer to group information for two or more of his operating units on the one survey

return; in other cases it is necessary to complete separate returns for individual departments of his undertaking, although each may not be a separate entity in the usually accepted sense. For the sake of uniformity, therefore, the term "reporting unit" is used throughout this report.

13. Reporting units are grouped on the basis of their primary industrial activity according to the 1948 Standard Industrial Classification manual of the Dominion Bureau of Statistics. Since some firms manufacture a variety of products or provide services of different kinds, there are cases where certain of the establishments of such firms are placed in different industrial classifications. Each reporting unit is requested to indicate on the questionnaire its specific activity or activities in order of importance by value of product or service. The reporting unit is then classified according to the activity listed first.

14. For most subjects on the questionnaire, employers participating in the survey are asked to report separately for non-office and office workers. The term "non-office" is meant to include production, maintenance, technical and custodial workers. Non-office employees in manufacturing are referred to as "plant" workers. Clerical, administrative and professional workers are classed as "office" workers. In a few industries the division of employees differs somewhat. In retail trade, for instance, the groups are "sales", "office" and "other" employees, and in certain of the transportation groups, employers are asked to report separately for "operating", "office" and "other". Operating employees include drivers, crews, etc., while terminal employees, maintenance workers, warehousemen, etc., are classified under "other".

#### **Compilation Procedures:**

15. Returns are edited for errors and inconsistencies; the information they contain is then punched on mechanical tabulation cards. Information in regard to the various items is classified by industry and/or geographic area.

16. Prior to 1959 the information obtained from returns and transferred to mechanical tabulation cards was compiled by means of mechanical data processing machines. Since 1959, tabulations have been compiled through the use of an IBM 650 electronic computer.

#### **Tabular Presentation:**

17. The statistics in the tables in this report are, for each working condition surveyed, percentages of the total number of employees covered in the appropriate industrial or geographical classifications. An exception to this type of tabulation is the distribution of reporting units given in Tables 1 and 2.



18. The data relating to collective agreements, presented for the first time in the 1959 report, refer to collective agreements with organizations coming within the scope of the directory section of the 1961 edition of **"Labour Organizations in Canada"**, published by the Economics and Research Branch, Department of Labour.

19. Tables 1 and 2 give information for 1961 and 1962 whereas the remaining tables deal with 1962 only.

20. Employers who respond to the survey questionnaire are requested to report on working conditions, as these apply to the majority of their employees, in each of the employment categories enumerated in paragraph 14, above. For this reason it cannot be deduced, for instance, from Table 1 that 69 per cent of the plant employees in manufacturing in Canada, covered by the 1962 survey, work a standard schedule of 40 hours per week. It may be said, however, that 69 per cent of the plant employees are in establishments in which the 40-hour week is the standard work schedule for the majority of plant employees.

21. In Table 8, in the column headed "Railway Transport", "Running Trades" are shown as having "no established work week", they are also shown as having "no paid statutory holidays". The running trades in "Railway Transport", which comprise engineers, firemen, conductors and trainmen are reported by most railway companies on one return. About 60 per cent of the employees in these occupational groups are engaged on line passenger and freight service and their rates of pay are based on mileage rather than on a basis of time worked. The remaining employees, approximately 40 per cent, in these occupational groups are in yard service and in most cases work a 40 hour week and are granted seven paid statutory holidays. Following the procedure outlined in paragraph 20, above, the condition prevailing for the majority of the employees covered by one return are those used in compilations.

22. For manufacturing, the largest industrial group covered by the survey, distributions are given for both plant and office employees by province and by major industrial groups. An additional industrial distribution of working conditions for plant employees is given in Table 5. In this table, the columns with lower case headings contain information for selected smaller sub-divisions of manufacturing. These sub-divisions are shown immediately to the right of the major industrial groups of which they form a part.

#### **Confidential Nature of Survey:**

23. Information received by the Department of Labour from respondents to the Survey of Working Conditions is given on a confidential basis, and is used only for the compilation of statistical totals; care is exercised to avoid revealing the identity of any individual respondent.

**Table 1 - MANUFACTURING - Canada - Plant Employees**

All percentages in this table denote proportions of the total number of reporting units and plant employees covered by the Survey. These coverage figures are given as Items 1 and 2 below. In comparing statistics for 1962 and 1961 refer to paragraphs 7 to 11 of the Technical Notes. Percentages of less than 0.5 are designated by a dash (-). Spaces which are entirely blank indicate that comparable information is not available.

		Reporting Units		Plant Employees	
		1962	1961	1962	1961
No.		No.	No.	No.	No.
<b>SURVEY COVERAGE</b>					
1	Total Number of Reporting Units .....	8,618	8,320		
2	Total Number of Employees .....			822,623	778,475
<b>STANDARD WORK WEEK</b>					
		%	%	%	%
<i>Hours per Week</i>					
3a	Under 40 hours .....	6	5	4	4
3b	40 hours .....	50	51	69	68
3c	Over 40 and under 44 hours .....	9	9	8	8
3d	44 hours .....	9	9	4	4
3e	45 hours .....	10	10	7	8
3f	Over 45 and under 48 .....	2	2	1	1
3g	48 hours .....	7	7	4	4
3h	Over 48 hours .....	6	6	3	3
<i>Days per Week</i>					
4	5 days .....	80	80	90	90
5	More than 5 days .....	19	19	10	10
<i>Hours per Day</i>					
6	Under 7½ hours .....	1	1	1	1
7	7½ hours .....	4	4	3	4
8	8 hours .....	62	63	75	74
9	Over 8 hours .....	32	31	21	21
10	No Standard Work Week .....	1	1	—	—
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>					
11	Provide such paid holidays .....	87	89	95	96
12	Do not provide such holidays .....	10	8	4	3
13	No established policy .....	2	3	1	1
14	No information .....	1	—	—	—
<i>Number of Holidays per Year</i>					
15	1 to 5 days .....	10	11	8	9
16	6 days .....	8	7	5	6
17	7 days .....	9	10	8	8
18	8 days .....	41	41	52	53
19	9 days .....	14	13	18	16
20	More than 9 days .....	4	4	3	3
21	Number not stated .....	1	3	1	1
<b>VACATIONS WITH PAY</b>					
22	Provide vacations with pay .....	97	97	99	99
23	Do not provide vacations .....	2	1	1	—
24	No established policy .....	1	1	—	1
25	No information .....	—	1	—	—



Table 1 - MANUFACTURING - Canada - Plant Employees

- Continued -

No.		Reporting Units		Plant Employees	
		1962	1961	1962	1961
		%	%	%	%
	<b>VACATIONS WITH PAY - (Concluded)</b>				
26	<b>Vacation Increases With Service .....</b>	72	72	88	88
27	Two weeks .....	72	71	88	88
28	After: Less than 1 year .....	1	1	1	1
29	1 year .....	24	22	23	22
30	2 years .....	13	14	12	13
31	3 years .....	15	14	26	26
32	4 years .....	2	2	2	2
33	5 years .....	16	16	23	23
34	More than 5 years .....	1	2	1	1
35	No information on required service .....	-	-	-	-
36	Three weeks .....	46	45	73	72
37	After: Less than 10 years .....	7	6	7	7
38	10 years .....	12	10	21	19
39	11 to 14 years .....	5	4	7	6
40	15 years .....	19	21	34	35
41	16 to 19 years .....	-	-	-	-
42	20 years .....	2	2	3	2
43	More than 20 years .....	1	2	1	3
44	No information on required service .....	-	-	-	-
45	Four weeks .....	14	12	36	33
46	After: Less than 25 years .....	5	3	9	4
47	25 years .....	9	9	25	27
48	More than 25 years .....	-	-	2	2
49	No information on required service .....	-	-	-	-
50	<b>Vacation Does Not Increase With Service .....</b>	25	25	11	11
51	One week .....	13	13	5	5
52	After: 1 year or less .....	12	12	5	5
53	2 years .....	-	-	-	-
54	More than 2 years .....	-	-	-	-
55	No information on required service .....	1	1	-	-
56	Two weeks .....	10	11	5	6
57	After: 1 year or less .....	10	11	5	6
58	2 years .....	-	-	-	-
59	More than 2 years .....	-	-	-	-
60	No information on required service .....	-	-	-	-
61	Three weeks or more .....	-	-	-	-
62	No information on length of fixed vacation .....	2	1	1	-

Table 1 - MANUFACTURING - Canada - Plant Employees

- Continued -

No.		Reporting Units				Plant Employees			
		1962		1961		1962		1961	
		M	F	M	F	M	F	M	F
		%		%		%		%	
	<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>								
63	Have such retirement policy .....	37	28			66	53		
64	Do not have such retirement policy .....	50	44			26	24		
65	No established policy .....	10	11			6	7		
66	No information .....	3	17			2	16		
	<i>Normal Retirement Age</i>								
67	Under 60 years .....	-	-			-	1		
68	60 years .....	-	12			-	21		
69	61 to 64 years .....	-	-			-	-		
70	65 years .....	33	14			58	27		
71	Over 65 years .....	3	1			7	3		
72	No information .....	1	1			1	1		
73	Provision for retirement at earlier than normal age .....	30	23			60	47		
74	Provision for retirement at later than normal age .....	20	15			40	33		
75	No information .....	2	2			1	2		
	<b>INDUSTRIAL MEDICAL SERVICES</b>								
76	Provide medical or first aid services .....	64				84			
77	Do not provide medical or first aid service .....	32				14			
78	No information .....	4				2			
	<i>Medical and First Aid Personnel</i>								
79	Physician(s) in attendance full-time .....	1				9			
80	Physician(s) in attendance part-time .....	6				26			
81	Physician(s) on call .....	12				21			
82	Registered Nurse(s) in attendance full-time .....	7				40			
83	Registered Nurse(s) in attendance part-time .....	1				4			
84	First Aid Personnel .....	48				63			
85	No information .....	10				6			
	<i>Medical Services Provided</i>								
86	Pre-placement medical examinations .....	15				46			
87	Periodic medical examinations .....	8				27			
88	Home visits by plant physician .....	1				4			



**Table 1 - MANUFACTURING - Canada - Plant Employees**

- Concluded -

		Reporting Units		Plant Employees	
		1962	1961	1962	1961
No.		%	%	%	%
	<i>Medical Services Provided - (Concluded)</i>				
89	Home visits by plant nurse .....	3		15	
90	Emergency first aid care .....	60		80	
91	No information .....	2		1	
	<i>HEALTH BENEFIT PLANS</i>				
92	Have Health Benefit plans .....	77		90	
93	Do not have Health Benefit plans .....	19		8	
94	No information .....	4		2	
	<i>Types of Plans</i>				
95	"Major Medical" plans only .....	27		20	
96	Specified Basic Benefits only .....	30		43	
97	Combination of Major Medical and Specified Benefits .....	19		26	
98	No information on types of plans .....	1		1	
	<i>Types of Benefits</i>				
99	Surgical and obstetrical benefits .....	71		85	
100	Physicians care in hospital .....	67		80	
101	Physicians home and office calls .....	53		67	
102	Special duty nursing care in hospital .....	20		28	
103	Diagnostic X-ray and laboratory services, etc. ....	58		71	
104	Prescribed drugs .....	19		29	
	<i>Coverage</i>				
105	Employees and dependents covered .....	69		84	
106	Employees only covered .....	2		2	
107	No information on coverage .....	5		3	
	<i>Financing of Plans</i>				
108	By employer and employees jointly .....	56		65	
109	By employer only .....	10		18	
110	By employees only .....	7		4	
111	No information on financing .....	3		2	
	<i>COLLECTIVE AGREEMENTS</i>				
112	Percentage of employees covered .....			67	67

**Table 2 - MANUFACTURING - Canada - Office Employees**

All percentages in this table denote proportions of the total number of reporting units and plant employees covered by the Survey. These coverage figures are given as Items 1 and 2 below. In comparing statistics for 1962 and 1961 refer to paragraphs 7 to 11 of the Technical Notes. Percentages of less than 0.5 are designated by a dash (-). Spaces which are entirely blank indicate that comparable information is not available.

		Reporting Units		Office Employees	
		1962	1961	1962	1961
No.		No.	No.	No.	No.
	<b>SURVEY COVERAGE</b>				
1	Total Number of Reporting Units .....	8,338	8,012		
2	Total Number of Employees .....			252,546	242,360
	<b>STANDARD WORK WEEK</b>	%	%	%	%
	<i>Hours per Week</i>				
3a	Under 35 hours .....	2	2	2	2
3b	35 hours .....	22	21	16	14
3c	Over 35 and under 37½ hours .....	6	6	11	11
3d	37½ hours .....	24	24	42	43
3e	Over 37½ and under 40 hours .....	4	5	7	8
3f	40 hours .....	26	26	19	18
3g	Over 40 hours .....	15	15	3	4
	<i>Days per Week</i>				
4	5 .....	85	83	97	96
5	More than 5 days .....	14	16	3	4
	<i>Hours per Day</i>				
6	Under 7½ hours .....	32	32	30	27
7	7½ hours .....	26	26	44	46
8	8 hours .....	35	35	25	26
9	Over 8 hours .....	6	6	1	1
10	No Standard Work Week .....	1	1	—	—
	<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>				
11	Provide such paid holidays .....	95	91	99	99
12	Do not provide such holidays .....	3	7	1	1
13	No established policy .....	1	2	—	—
14	No information .....	1	—	—	—
	<i>Number of Holidays per Year</i>				
15	1 to 5 days .....	7	6	2	3
16	6 days .....	7	6	2	2
17	7 days .....	11	10	7	6
18	8 days .....	44	44	58	58
19	9 days .....	17	15	24	23
20	More than 9 days .....	6	6	5	6
21	Number not stated .....	3	4	1	1
	<b>VACATIONS WITH PAY</b>				
22	Provide vacations with pay .....	98	97	100	100
23	Do not provide vacations .....	1	1	—	—
24	No established policy .....	1	1	—	—
25	No information .....	—	1	—	—



Table 2 – MANUFACTURING – Canada – Office Employees

– Continued –

		Reporting Units		Office Employees	
		1962	1961	1962	1961
No.		%	%	%	%
	<b>VACATIONS WITH PAY – (Concluded)</b>				
26	<i>Vacation Increases With Service</i> .....	70	68	93	93
27	Two weeks .....	69	68	92	91
28	After: Less than 1 year .....	3	3	13	11
29	1 year .....	46	44	72	71
30	2 years .....	12	13	5	7
31	3 years .....	3	3	1	1
32	4 years .....	—	—	—	—
33	5 years .....	4	4	1	1
34	More than 5 years .....	1	1	—	—
35	No information on required service .....	—	—	—	—
36	Three weeks .....	46	45	84	83
37	After: Less than 10 years .....	8	7	8	7
38	10 years .....	14	12	33	28
39	11 to 14 years .....	4	4	9	7
40	15 years .....	17	19	31	38
41	16 to 19 years .....	—	—	—	—
42	20 years .....	2	2	2	2
43	More than 20 years .....	1	1	1	1
44	No information on required service .....	—	—	—	—
45	Four weeks .....	16	14	47	41
46	After: Less than 25 years .....	5	4	13	7
47	25 years .....	10	10	31	31
48	More than 25 years .....	1	—	3	3
49	No information on required service .....	—	—	—	—
50	<i>Vacation Does Not Increase With Service</i> .....	28	29	7	7
51	One week .....	7	7	1	1
52	After: 1 year or less .....	7	6	1	1
53	2 years .....	—	—	—	—
54	More than 2 years .....	—	—	—	—
55	No information on required service .....	—	1	—	—
56	Two weeks .....	19	21	6	6
57	After: 1 year or less .....	18	20	6	6
58	2 years .....	—	—	—	—
59	More than 2 years .....	—	—	—	—
60	No information on required service .....	1	1	—	—
61	Three weeks or more .....	—	—	—	—
62	No information on length of fixed vacation .....	2	1	—	—

Table 2 - MANUFACTURING - Canada - Office Employees

- Continued -

		Reporting Units				Office Employees			
		1962		1961		1962		1961	
		M	F	M	F	M	F	M	F
No.		%		%		%		%	
RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES									
63	Have such retirement policy .....	39	36			79	77		
64	Do not have such retirement policy .....	47	43			15	15		
65	No established policy .....	11	11			5	5		
66	No information .....	3	10			1	3		
Normal Retirement Age									
67	Under 60 years .....	—	1			—	2		
68	60 years .....	—	15			—	29		
69	61 to 64 years .....	—	—			—	—		
70	65 years .....	36	18			71	42		
71	Over 65 years .....	2	1			7	4		
72	No information .....	1	1			1	—		
73	Provision for retirement at earlier than normal age .....	32	29			73	71		
74	Provision for retirement at later than normal age .....	21	19			45	44		
75	No information .....	2	2			1	1		
INDUSTRIAL MEDICAL SERVICES									
76	Provide medical or first aid services .....	63				87			
77	Do not provide medical or first aid service .....	32				11			
78	No information .....	5				2			
Medical and First Aid Personnel									
79	Physician(s) in attendance full-time .....	1				9			
80	Physician(s) in attendance part-time .....	6				34			
81	Physician(s) on call .....	12				22			
82	Registered Nurse(s) in attendance full-time .....	8				46			
83	Registered Nurse(s) in attendance part-time .....	1				3			
84	First Aid Personnel .....	48				63			
85	No information .....	10				6			
Medical Services Provided									
86	Pre-placement medical examinations .....	14				51			
87	Periodic medical examinations .....	8				32			
88	Home visits by plant physician .....	1				4			



Table 2 - MANUFACTURING - Canada - Office Employees

- Concluded -

No.		Reporting Units		Office Employees	
		1962	1961	1962	1961
		%	%	%	%
	<i>Medical Services Provided - (Concluded)</i>				
89	Home visits by plant nurse .....	3		19	
90	Emergency first aid care.....	59		83	
91	No information .....	2		1	
	<i>HEALTH BENEFIT PLANS</i>				
92	Have Health Benefit plans .....	79		95	
93	Do not have Health Benefit plans .....	16		4	
94	No information .....	5		1	
	<i>Types of Plans</i>				
95	"Major Medical" plans only .....	28		23	
96	Specified Basic Benefits only .....	27		31	
97	Combination of Major Medical and Specified Benefits .....	23		41	
98	No information on types of plans.....	1		-	
	<i>Types of Benefits</i>				
99	Surgical and obstetrical benefits.....	73		91	
100	Physicians care in hospital .....	69		89	
101	Physicians home and office calls .....	56		77	
102	Special duty nursing care in hospital .....	25		48	
103	Diagnostic X-ray and laboratory services, etc. ....	61		82	
104	Prescribed drugs .....	24		49	
	<i>Coverage</i>				
105	Employees and dependents covered .....	71		91	
106	Employees only covered .....	2		1	
107	No information on coverage .....	5		3	
	<i>Financing of Plans</i>				
108	By employer and employees jointly.....	57		69	
109	By employer only .....	10		19	
110	By employees only.....	7		5	
111	No information on financing .....	4		2	
	<i>COLLECTIVE AGREEMENTS</i>				
112	Percentage of employees covered .....			7	7

**Table 3 – MANUFACTURING – By Province – Plant Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick
No.		No.	No.	No.	No.
<b>SURVEY COVERAGE</b>					
1	Total Number of Reporting Units.....	66	19	233	173
2	Total Number of Employees.....	6, 045	845	18, 418	14, 594
<b>STANDARD WORK WEEK</b>					
		%	%	%	%
<i>Hours per Week</i>					
3a	Under 40 hours .....	—	—	1	—
3b	40 hours .....	52	23	64	61
3c	Over 40 hours .....	48	75	35	39
<i>Days per Week</i>					
4	5 days .....	66	25	70	65
5	More than 5 days .....	34	73	30	35
<i>Hours per Day</i>					
6	Under 7½ hours .....	—	—	—	—
7	7½ hours .....	—	—	2	—
8	8 hours .....	57	71	85	75
9	Over 8 hours .....	43	27	13	25
10	No Standard Work Week .....	—	2	—	—
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>					
11	Provide such paid holidays .....	71	94	89	91
12	Do not provide such holidays .....	27	3	9	6
13	No established policy .....	—	2	2	2
14	No information .....	2	1	—	1
<i>Number of Holidays per Year</i>					
15	1 to 5 days .....	47	14	10	15
16	6 days .....	1	11	2	10
17	7 days .....	3	10	15	15
18	8 days .....	10	37	50	39
19	9 days .....	8	20	7	10
20	More than 9 days .....	1	2	4	2
21	Number not stated .....	1	—	1	—
<b>VACATIONS WITH PAY</b>					
22	Provide vacations with pay .....	82	94	97	94
23	Do not provide vacations .....	12	4	2	5
24	No established policy .....	—	2	1	1
25	No information .....	6	—	—	—



Table 3 - MANUFACTURING - By Province - Plant Employees

- Continued -

Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	
No.	No.	No.	No.	No.	No.	No.
2,528	3,943	382	183	341	749	1
263,550	407,623	23,451	7,163	20,142	60,735	2
%	%	%	%	%	%	
4	4	8	8	2	4	3a
59	73	71	75	71	86	3b
37	23	21	17	27	10	3c
88	94	86	86	78	92	4
12	6	14	14	22	8	5
1	1	1	1	-	1	6
3	3	6	6	1	3	7
66	78	82	89	88	94	8
30	18	11	4	11	2	9
-	-	-	-	-	-	10
92	97	97	100	94	94	11
6	2	2	-	5	5	12
1	1	1	-	-	1	13
1	-	-	-	1	-	14
14	4	1	1	1	2	15
10	3	-	1	2	2	16
12	5	14	2	4	7	17
36	72	39	48	44	9	18
14	12	25	43	37	72	19
6	1	17	5	6	2	20
-	-	1	-	-	-	21
99	100	99	99	99	96	22
1	-	-	1	-	3	23
-	-	1	-	1	1	24
-	-	-	-	-	-	25

Table 3 - MANUFACTURING - By Province - Plant Employees

- Continued -

		Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick
No.		%	%	%	%
	VACATIONS WITH PAY - (Concluded)				
26	Vacation Increases With Service .....	61	59	77	71
27	Two weeks .....	61	59	77	71
28	After: Less than 1 year .....	-	-	1	-
29	1 year .....	13	26	11	12
30	2 years .....	3	5	15	11
31	3 years .....	-	20	27	11
32	4 years .....	2	-	1	-
33	5 years .....	42	-	21	35
34	More than 5 years .....	1	2	1	1
35	No information on required service .....	-	6	-	1
36	Three weeks .....	51	32	53	53
37	After: Less than 10 years .....	1	-	2	3
38	10 years .....	42	-	6	24
39	11 to 14 years .....	1	20	1	2
40	15 years .....	7	12	38	15
41	16 to 19 years .....	-	-	-	1
42	20 years .....	-	-	5	4
43	More than 20 years .....	-	-	1	4
44	No information on required service .....	-	-	-	-
45	Four weeks .....	41	20	34	27
46	After: Less than 25 years .....	23	20	4	9
47	25 years .....	18	-	30	17
48	More than 25 years .....	-	-	-	1
49	No information on required service .....	-	-	-	-
50	Vacation Does Not Increase With Service .....	21	35	20	23
51	One week .....	8	3	10	11
52	After: 1 year or less .....	8	1	9	10
53	2 years .....	-	2	-	-
54	More than 2 years .....	-	-	-	-
55	No information on required service .....	-	-	1	1
56	Two weeks .....	13	32	9	12
57	After: 1 year or less .....	13	32	9	12
58	2 years .....	-	-	-	-
59	More than 2 years .....	-	-	-	-
60	No information on required service .....	-	-	-	-
61	Three weeks or more .....	-	-	-	-
62	No information on length of fixed vacation .....	-	-	1	-



**Table 3 – MANUFACTURING – By Province – Plant Employees**

– Continued –

Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	No.
%	%	%	%	%	%	
85	93	79	98	81	86	26
84	93	79	98	81	86	27
—	1	2	—	—	1	28
16	15	60	95	70	84	29
13	13	10	1	11	1	30
22	37	5	1	—	—	31
2	2	—	—	—	—	32
30	24	2	—	—	—	33
1	1	—	—	—	—	34
—	—	—	1	—	—	35
64	79	69	98	74	84	36
2	3	5	94	7	54	37
24	20	18	3	21	20	38
6	7	17	—	26	4	39
24	46	26	1	20	6	40
—	—	—	—	—	—	41
5	2	2	—	—	—	42
3	1	1	—	—	—	43
—	—	—	—	—	—	44
33	39	31	37	34	27	45
6	9	14	21	11	17	46
24	29	17	15	23	10	47
3	1	—	1	—	—	48
—	—	—	—	—	—	49
14	7	20	1	18	10	50
8	4	1	—	—	—	51
8	4	1	—	—	—	52
—	—	—	—	—	—	53
—	—	—	—	—	—	54
—	—	—	—	—	—	55
5	2	19	—	18	9	56
5	2	19	—	17	9	57
—	—	—	—	—	—	58
—	—	—	—	—	—	59
—	—	—	—	1	—	60
—	—	—	1	—	—	61
1	1	—	—	—	1	62

Table 3 - MANUFACTURING - By Province - Plant Employees

- Continued -

		Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick	
No.		M	F	M	F	M	F	M	F
		%		%		%		%	
	<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>								
63	Have such retirement policy .....	50	8	70	51	55	45	60	40
64	Do not have such retirement policy .....	35	43	25	20	33	31	25	29
65	No established policy .....	13	32	5	5	7	5	10	8
66	No information .....	2	17	-	24	5	19	5	23
	<b>Normal Retirement Age</b>								
67	Under 60 years .....	-	1	-	-	-	-	-	-
68	60 years .....	-	3	-	33	-	13	-	22
69	61 to 64 years .....	-	-	-	-	-	-	-	-
70	65 years .....	48	3	51	18	51	30	42	16
71	Over 65 years .....	1	1	19	-	1	-	17	1
72	No information .....	1	-	-	-	3	2	1	1
73	Provision for retirement at earlier than normal age .....	45	5	59	40	47	39	55	37
74	Provision for retirement at later than normal age .....	24	2	33	14	42	37	35	32
75	No information .....	3	1	-	-	-	1	3	1
	<b>INDUSTRIAL MEDICAL SERVICES</b>								
76	Provide medical or first aid services .....	74		30		73		75	
77	Do not provide medical or first aid service .....	25		48		23		23	
78	No information .....	1		22		4		2	
	<b>Medical and First Aid Personnel</b>								
79	Physician(s) in attendance full-time .....	22		-		16		6	
80	Physician(s) in attendance part-time .....	-		-		34		7	
81	Physician(s) on call .....	21		5		24		21	
82	Registered Nurse(s) in attendance full-time .....	40		-		43		24	
83	Registered Nurse(s) in attendance part-time .....	-		-		2		3	
84	First Aid Personnel .....	69		26		40		56	
85	No information .....	5		5		6		9	
	<b>Medical Services Provided</b>								
86	Pre-placement medical examinations .....	42		21		43		31	
87	Periodic medical examinations .....	21		3		15		17	
88	Home visits by plant physician .....	1		-		-		-	

Table 3 - MANUFACTURING - By Province - Plant Employees

- Continued -

Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia		
M	F	M	F	M	F	M	F	M	F	M	F	No.
%		%		%		%		%		%		
57	52	73	56	61	52	66	58	69	55	61	49	63
34	29	20	19	29	27	24	21	20	18	29	26	64
7	7	6	6	6	8	7	7	11	12	8	7	65
2	12	1	19	4	13	3	14	-	15	2	18	66
-	1	-	-	-	-	-	2	-	-	-	-	67
-	25	-	18	-	33	-	22	-	29	-	26	68
-	-	-	-	-	-	-	-	-	2	-	-	69
51	22	63	32	60	17	65	30	65	21	58	20	70
5	3	10	5	1	1	-	-	3	2	3	1	71
1	1	-	1	-	1	1	4	1	1	-	2	72
51	46	67	50	47	41	55	44	66	52	58	45	73
33	30	47	38	34	27	27	22	27	22	31	23	74
1	2	1	1	3	3	2	7	1	2	1	2	75
76		91		66		65		79		92		76
21		8		26		30		21		7		77
3		1		8		5		-		1		78
6		14		1		-		-		1		79
37		24		10		8		25		11		80
18		25		13		3		14		13		81
42		44		15		11		36		17		82
3		4		6		-		2		2		83
49		72		47		45		63		84		84
8		4		13		18		6		4		85
49		50		21		26		36		28		86
32		29		8		3		25		10		87
5		4		2		-		8		-		88



**Table 3 - MANUFACTURING - By Province - Plant Employees**

- Continued -

		Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick
No.		%	%	%	%
	<i>Medical Services Provided - (Concluded)</i>				
89	Home visits by plant nurse .....	—	—	6	3
90	Emergency first aid care .....	71	30	70	73
91	No information .....	1	—	1	2
	<i>HEALTH BENEFIT PLANS</i>				
92	Have Health Benefit plans .....	49	82	82	83
93	Do not have Health Benefit plans .....	49	18	17	12
94	No information .....	2	—	1	5
	<i>Types of Plans</i>				
95	"Major Medical" plans only .....	10	71	29	26
96	Specified Basic Benefits only .....	13	9	39	27
97	Combination of Major Medical and Specified Benefits .....	26	2	14	29
98	No information on types of plans .....	—	—	—	1
	<i>Types of Benefits</i>				
99	Surgical and obstetrical benefits.....	49	80	80	81
100	Physicians care in hospital .....	47	80	76	75
101	Physicians home and office calls.....	47	59	75	35
102	Special duty nursing care in hospital.....	25	15	9	18
103	Diagnostic X-ray and laboratory services, etc.....	34	70	62	40
104	Prescribed drugs.....	2	28	7	19
	<i>Coverage</i>				
105	Employees and dependents covered .....	49	77	77	73
106	Employees only covered .....	—	—	4	7
107	No information on coverage .....	—	5	1	2
	<i>Financing of Plans</i>				
108	By employer and employees jointly .....	46	78	56	54
109	By employer only .....	2	2	19	9
110	By employees only .....	1	—	6	18
111	No information on financing .....	—	2	1	1
	<i>COLLECTIVE AGREEMENTS</i>				
112	Percentage of employees covered .....	67	30	64	55

**Table 3 – MANUFACTURING – By Province – Plant Employees**

– Concluded –

Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	No.
%	%	%	%	%	%	
14	17	5	8	21	8	89
69	89	64	60	78	91	90
2	1	2	2	1	—	91
88	92	78	86	90	95	92
9	6	17	10	9	4	93
3	2	5	4	1	1	94
18	19	22	37	31	32	95
37	50	36	28	42	34	96
31	23	19	21	17	29	97
2	—	1	—	—	—	98
82	88	72	76	85	93	99
77	82	68	74	85	93	100
54	72	66	72	82	92	101
38	25	16	26	22	15	102
65	74	64	67	82	91	103
42	25	18	9	20	17	104
82	88	69	71	85	92	105
1	2	2	6	1	—	106
3	2	6	9	4	3	107
71	57	58	50	77	90	108
8	29	5	5	1	2	109
4	4	11	21	8	—	110
3	2	3	10	4	3	111
64	67	55	70	66	82	112

**Table 4 - MANUFACTURING - By Province - Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick
No.		No.	No.	No.	No.
	<b>SURVEY COVERAGE</b>				
1	Total Number of Reporting Units .....	67	19	223	164
2	Total Number of Employees .....	1,354	230	3,530	2,558
	<b>STANDARD WORK WEEK</b>	%	%	%	%
	<i>Hours per Week</i>				
3a	Under 35 hours.....	2	—	6	1
3b	35 hours.....	23	—	34	13
3c	Over 35 and under 37½ hours .....	5	13	11	18
3d	37½ hours .....	34	1	20	35
3e	Over 37½ hours .....	36	86	28	33
	<i>Days per Week</i>				
4	5 days .....	91	58	77	75
5	More than 5 days .....	9	42	22	25
	<i>Hours per Day</i>				
6	Under 7½ hours .....	29	15	62	37
7	7½ hours .....	36	2	21	36
8	8 hours .....	25	76	13	24
9	Over 8 hours .....	10	7	3	3
10	No Standard Work Week .....	—	—	1	—
	<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>				
11	Provide such paid holidays.....	96	92	97	98
12	Do not provide such holidays .....	3	2	2	2
13	No established policy.....	—	—	1	—
14	No information.....	1	6	—	—
	<i>Number of Holidays per Year</i>				
15	1 to 5 days .....	31	15	2	8
16	6 days .....	29	3	1	7
17	7 days .....	4	14	12	14
18	8 days .....	11	34	51	51
19	9 days .....	5	20	23	16
20	More than 9 days .....	13	2	7	1
21	Number not stated .....	3	4	1	1
	<b>VACATIONS WITH PAY</b>				
22	Provide vacations with pay.....	100	99	99	98
23	Do not provide vacations .....	—	1	1	2
24	No established policy.....	—	—	—	—
25	No information .....	—	—	—	—



Table 4 - MANUFACTURING - By Province - Office Employees

- Continued -

Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	
No.	No.	No.	No.	No.	No.	No.
2,442	3,859	367	175	327	694	1
76,973	138,575	6,476	2,172	7,138	13,532	2
%	%	%	%	%	%	
3	1	1	5	—	—	3a
21	15	14	10	8	11	3b
11	13	9	4	6	4	3c
44	41	38	26	45	45	3d
21	30	38	54	41	40	3e
97	98	93	88	87	97	4
3	2	7	11	13	3	5
34	28	24	19	15	14	6
50	42	40	30	47	46	7
14	29	35	49	37	40	8
2	1	1	1	1	—	9
—	—	—	1	—	—	10
99	100	100	100	100	99	11
1	—	—	—	—	1	12
—	—	—	—	—	—	13
—	—	—	—	—	—	14
5	1	—	—	—	—	15
5	1	—	1	1	1	16
15	3	5	1	3	1	17
49	73	16	45	30	5	18
16	20	35	51	54	88	19
8	2	43	2	11	3	20
1	—	1	—	1	1	21
100	100	100	100	100	100	22
—	—	—	—	—	—	23
—	—	—	—	—	—	24
—	—	—	—	—	—	25

Table 4 - MANUFACTURING - By Province - Office Employees

- Continued -

	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	
No.	%	%	%	%	
VACATIONS WITH PAY - (Concluded)					
26	Vacation Increases With Service .....	74	45	71	72
27	Two weeks .....	74	44	71	71
28	After: Less than 1 year .....	23	—	1	5
29	1 year .....	48	39	59	60
30	2 years .....	3	—	10	5
31	3 years .....	—	—	—	—
32	4 years .....	—	—	—	—
33	5 years .....	—	—	1	1
34	More than 5 years .....	—	3	—	—
35	No information on required service .....	—	2	—	—
36	Three weeks .....	69	25	58	56
37	After: Less than 10 years .....	7	—	9	1
38	10 years .....	50	—	12	25
39	11 to 14 years .....	6	20	1	5
40	15 years .....	6	5	29	23
41	16 to 19 years .....	—	—	—	1
42	20 years .....	—	—	6	—
43	More than 20 years .....	—	—	1	1
44	No information on required service .....	—	—	—	—
45	Four weeks .....	48	20	29	31
46	After: Less than 25 years .....	25	—	8	5
47	25 years .....	23	20	21	22
48	More than 25 years .....	—	—	—	4
49	No information on required service .....	—	—	—	—
50	Vacation Does Not Increase With Service .....	26	54	28	26
51	One week .....	1	2	3	2
52	After: 1 year or less .....	1	2	3	2
53	2 years .....	—	—	—	—
54	More than 2 years .....	—	—	—	—
55	No information on required service .....	—	—	—	—
56	Two weeks .....	23	52	25	24
57	After: 1 year or less .....	23	52	25	23
58	2 years .....	—	—	—	—
59	More than 2 years .....	—	—	—	—
60	No information on required service .....	—	—	—	1
61	Three weeks or more .....	—	—	—	—
62	No information on length of fixed vacation .....	2	—	—	—

Table 4 - MANUFACTURING - By Province - Office Employees

- Continued -

Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	No.
%	%	%	%	%	%	
92	95	88	99	85	90	26
92	94	88	99	85	90	27
19	11	6	-	5	1	28
63	76	78	98	77	88	29
5	5	4	1	3	1	30
2	1	-	-	-	-	31
-	-	-	-	-	-	32
2	1	-	-	-	-	33
1	-	-	-	-	-	34
-	-	-	-	-	-	35
81	86	83	99	82	86	36
5	5	7	93	6	44	37
34	35	21	5	34	31	38
8	9	16	-	22	5	39
30	35	36	1	20	6	40
-	-	1	-	-	-	41
2	1	2	-	-	-	42
2	1	-	-	-	-	43
-	-	-	-	-	-	44
49	47	32	43	44	51	45
9	13	16	21	24	26	46
34	32	16	21	20	25	47
6	2	-	1	-	-	48
-	-	-	-	-	-	49
8	5	12	1	15	10	50
2	1	-	-	-	-	51
2	1	-	-	-	-	52
-	-	-	-	-	-	53
-	-	-	-	-	-	54
-	-	-	-	-	-	55
5	4	12	1	15	8	56
5	4	12	1	14	8	57
-	-	-	-	-	-	58
-	-	-	-	-	-	59
-	-	-	-	1	-	60
-	-	-	-	-	2	61
1	-	-	-	-	-	62



Table 4 - MANUFACTURING - By Province - Office Employees

- Continued -

No.		Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick	
		M	F	M	F	M	F	M	F
	RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES	%		%		%		%	
63	Have such retirement policy .....	61	15	67	67	56	51	68	66
64	Do not have such retirement policy .....	19	39	32	24	36	38	18	17
65	No established policy .....	18	41	1	1	6	5	13	12
66	No information .....	2	5	-	8	2	6	1	5
	Normal Retirement Age								
67	Under 60 years .....	-	2	-	-	-	-	-	1
68	60 years .....	-	4	-	37	-	23	-	29
69	61 to 64 years .....	-	-	-	-	-	-	-	-
70	65 years .....	59	8	44	7	52	25	50	35
71	Over 65 years .....	1	1	23	23	3	1	16	1
72	No information .....	1	-	-	-	1	2	2	-
73	Provision for retirement at earlier than normal age .....	55	10	50	50	43	39	59	63
74	Provision for retirement at later than normal age .....	27	4	29	29	36	35	41	36
75	No information .....	4	2	-	-	1	-	1	-
	INDUSTRIAL MEDICAL SERVICES								
76	Provide medical or first aid services .....	77		28		74		73	
77	Do not provide medical or first aid service .....	22		47		23		24	
78	No information .....	1		25		3		3	
	Medical and First Aid Personnel								
79	Physician(s) in attendance full-time .....	23		-		9		9	
80	Physician(s) in attendance part-time .....	-		-		33		7	
81	Physician(s) on call .....	26		3		14		27	
82	Registered Nurse(s) in attendance full-time .....	46		-		34		27	
83	Registered Nurse(s) in attendance part-time .....	-		-		1		2	
84	First Aid Personnel .....	66		24		39		52	
85	No information .....	11		4		13		6	
	Medical Services Provided								
86	Pre-placement medical examinations .....	48		20		41		27	
87	Periodic medical examinations .....	50		2		21		17	
88	Home visits by plant physician .....	2		-		-		-	

Table 4 - MANUFACTURING - By Province - Office Employees

- Continued -

Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia		No.
M	F	M	F	M	F	M	F	M	F	M	F	
%		%		%		%		%		%		
76	74	82	81	75	72	71	73	83	81	78	75	63
18	18	13	12	18	17	19	15	11	11	16	16	64
5	5	4	5	5	6	6	7	6	7	5	6	65
1	3	1	2	2	5	4	5	-	1	1	3	66
-	3	-	3	-	-	-	2	-	1	-	-	67
1	32	-	26	-	42	-	33	-	38	-	27	68
-	-	-	-	-	1	-	-	-	3	-	2	69
67	33	74	48	73	29	70	34	80	39	72	45	70
7	6	8	4	2	-	1	-	3	-	5	1	71
1	-	-	-	-	-	-	4	-	-	1	-	72
71	69	75	74	65	63	53	52	81	79	71	68	73
41	42	49	48	45	40	25	23	29	30	42	41	74
1	2	1	1	3	1	2	6	-	1	1	1	75
82		92		68		66		85		90		76
15		7		26		29		15		9		77
3		1		6		5		-		1		78
9		11		1		-		-		-		79
49		29		16		8		27		16		80
18		25		14		6		21		15		81
51		49		16		11		39		20		82
4		4		5		-		2		1		83
52		69		53		44		72		81		84
6		5		9		19		6		6		85
54		54		26		30		50		33		86
42		30		6		4		35		19		87
3		4		1		-		7		-		88

Table 4 - MANUFACTURING - By Province - Office Employees

- Continued -

		Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick
No.		%	%	%	%
	<i>Medical Services Provided - (Concluded)</i>				
89	Home visits by plant nurse .....	—	—	7	6
90	Emergency first aid care .....	72	25	65	68
91	No information .....	2	4	1	5
	<i>HEALTH BENEFIT PLANS</i>				
92	Have Health Benefit plans .....	67	92	86	92
93	Do not have Health Benefit plans .....	32	8	13	5
94	No information .....	1	—	1	3
	<i>Types of Plans</i>				
95	"Major Medical" plans only .....	23	68	37	30
96	Specified Basic Benefits only .....	12	16	32	23
97	Combination of Major Medical and Specified Benefits .....	32	8	17	38
98	No information on types of plans .....	—	—	—	1
	<i>Types of Benefits</i>				
99	Surgical and obstetrical benefits .....	66	80	85	89
100	Physicians care in hospital .....	63	80	79	87
101	Physicians home and office calls .....	59	54	83	61
102	Special duty nursing care in hospital .....	29	3	16	26
103	Diagnostic X-ray and laboratory services, etc. ....	47	59	64	66
104	Prescribed drugs .....	28	25	9	27
	<i>Coverage</i>				
105	Employees and dependents covered .....	66	78	83	85
106	Employees only covered .....	—	—	2	4
107	No information on coverage .....	1	14	1	2
	<i>Financing of Plans</i>				
108	By employer and employees jointly .....	57	74	71	57
109	By employer only .....	4	2	11	4
110	By employees only .....	5	3	3	28
111	No information on financing .....	1	13	1	2
	<i>COLLECTIVE AGREEMENTS</i>				
112	Percentage of employees covered .....	18	—	—	3



Table 4 - MANUFACTURING - By Province - Office Employees

- Concluded -

Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	No.
%	%	%	%	%	%	
20	20	5	8	23	13	89
77	88	67	54	83	89	90
1	1	1	4	—	1	91
94	96	85	91	96	98	92
4	3	9	8	3	2	93
2	1	6	1	1	—	94
20	22	17	42	31	33	95
19	38	42	20	31	33	96
55	36	24	28	34	32	97
—	—	2	1	—	—	98
90	93	79	82	94	95	99
89	89	78	78	93	95	100
71	78	77	78	90	94	101
65	44	22	36	44	27	102
81	83	75	75	91	93	103
68	45	22	16	44	28	104
91	93	77	77	93	94	105
—	1	1	4	—	—	106
3	2	5	9	3	4	107
74	63	57	53	86	92	108
12	27	6	7	1	2	109
6	4	16	22	7	—	110
2	2	4	8	2	4	111
9	7	1	10	—	7	112

**Table 5 – MANUFACTURING – Canada – By Industry Group – Plant Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		<i>Food and Beverages</i>	<i>Slaughtering and Meat Packing</i>	<i>Grain Mill Products</i>	<i>Bakery Products</i>	<i>Dairy Products</i>
No.		No.	No.	No.	No.	No.
<b>SURVEY COVERAGE</b>						
1	Total Number of Reporting Units.....	1,584	152	107	286	418
2	Total Number of Employees.....	116,807	20,093	5,441	22,205	20,962
<b>STANDARD WORK WEEK</b>						
	<i>Hours per Week</i>	%	%	%	%	%
3a	Under 40 hours.....	2	—	—	10	—
3b	40 hours.....	61	70	79	32	71
3c	Over 40 hours.....	36	29	21	58	27
	<i>Days per Week</i>					
4	5 days.....	80	84	83	76	78
5	More than 5 days.....	19	15	17	24	20
	<i>Hours per Day</i>					
6	Under 7½ hours.....	1	—	—	3	1
7	7½ hours.....	1	—	—	6	—
8	8 hours.....	73	75	89	63	83
9	Over 8 hours.....	24	24	11	28	14
10	No Standard Work Week.....	1	1	—	—	2
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>						
11	Provide such paid holidays.....	94	96	98	97	96
12	Do not provide such holidays.....	4	3	2	2	2
13	No established policy.....	2	1	—	1	2
14	No information.....	—	—	—	—	—
	<i>Number of Holidays per Year</i>					
15	1 to 5 days.....	4	3	2	4	8
16	6 days.....	2	3	1	2	6
17	7 days.....	6	3	1	3	6
18	8 days.....	35	7	77	29	53
19	9 days.....	37	78	15	44	17
20	More than 9 days.....	9	1	2	14	5
21	Number not stated.....	1	1	—	1	1
<b>VACATIONS WITH PAY</b>						
22	Provide vacations with pay.....	98	98	100	99	100
23	Do not provide vacations.....	1	—	—	—	—
24	No established policy.....	1	2	—	1	—
25	No information.....	—	—	—	—	—

**Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees**

- Continued -

<i>Tobacco and Tobacco Products</i>	<i>Rubber Products</i>	<i>Rubber Footwear</i>	<i>Tires and Tubes</i>	<i>Leather Products</i>	<i>Boots and Shoes</i>	<i>Textiles (except Clothing)</i>	<i>Cotton Yarn and Cloth</i>	<i>Woollen Yarn and Cloth</i>	
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
21	51	10	10	232	129	339	60	62	1
7,326	13,790	4,071	5,569	20,696	14,186	46,642	15,938	6,839	2
%	%	%	%	%	%	%	%	%	
-	-	-	-	-	-	-	-	1	3a
81	65	4	98	36	29	64	89	31	3b
19	35	96	2	64	71	36	11	68	3c
96	99	100	100	88	86	90	98	81	4
4	1	-	-	12	14	10	2	19	5
-	-	-	-	-	-	-	-	-	6
-	-	-	-	-	-	-	-	-	7
85	66	4	98	39	32	72	89	46	8
15	34	96	2	61	68	28	11	54	9
-	-	-	-	-	-	-	-	-	10
96	98	100	100	80	74	95	98	91	11
4	2	-	-	18	24	4	2	9	12
-	-	-	-	1	1	-	-	-	13
-	-	-	-	1	1	1	-	-	14
-	-	-	-	12	15	6	-	2	15
-	1	-	-	11	11	4	2	7	16
-	2	-	-	15	14	7	1	9	17
6	16	22	4	28	22	62	87	54	18
4	79	78	96	9	6	14	8	18	19
76	-	-	-	4	5	2	-	1	20
10	-	-	-	1	1	-	-	-	21
100	100	100	100	100	100	100	100	99	22
-	-	-	-	-	-	-	-	1	23
-	-	-	-	-	-	-	-	-	24
-	-	-	-	-	-	-	-	-	25



**Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees**

- Continued -

		Food and Beverages	Slaughtering and Meat Packing	Grain Mill Products	Bakery Products	Dairy Products
No.		%	%	%	%	%
	VACATIONS WITH PAY - (Concluded)					
26	Vacation Increases With Service .....	87	91	95	90	92
27	Two weeks .....	86	91	95	87	92
28	After: Less than 1 year .....	—	—	—	—	—
29	1 year .....	32	32	26	17	44
30	2 years .....	19	4	41	8	32
31	3 years .....	27	48	21	48	7
32	4 years .....	1	1	1	3	1
33	5 years .....	6	5	5	10	7
34	More than 5 years .....	1	1	1	1	1
35	No information on required service .....	—	—	—	—	—
36	Three weeks .....	75	82	87	77	81
37	After: Less than 10 years .....	12	7	9	9	12
38	10 years .....	18	8	27	18	20
39	11 to 14 years .....	22	61	7	9	25
40	15 years .....	19	6	42	31	21
41	16 to 19 years .....	1	—	—	3	—
42	20 years .....	2	—	2	2	2
43	More than 20 years .....	1	—	—	5	1
44	No information on required service .....	—	—	—	—	—
45	Four weeks .....	43	73	23	23	39
46	After: Less than 25 years .....	20	32	17	6	20
47	25 years .....	23	41	6	17	19
48	More than 25 years .....	—	—	—	—	—
49	No information on required service .....	—	—	—	—	—
50	Vacation Does Not Increase With Service .....	11	7	5	9	8
51	One week .....	7	5	2	7	5
52	After: 1 year or less .....	7	5	2	7	5
53	2 years .....	—	—	—	—	—
54	More than 2 years .....	—	—	—	—	—
55	No information on required service .....	—	—	—	—	—
56	Two weeks .....	4	2	3	2	3
57	After: 1 year or less .....	4	2	3	2	3
58	2 years .....	—	—	—	—	—
59	More than 2 years .....	—	—	—	—	—
60	No information on required service .....	—	—	—	—	—
61	Three weeks or more .....	—	—	—	—	—
62	No information on length of fixed vacation .....	—	—	—	—	—

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

<i>Tobacco and Tobacco Products</i>	<i>Rubber Products</i>	<i>Rubber Footwear</i>	<i>Tires and Tubes</i>	<i>Leather Products</i>	<i>Boots and Shoes</i>	<i>Textiles (except Clothing)</i>	<i>Cotton Yarn and Cloth</i>	<i>Woollen Yarn and Cloth</i>	No.
%	%	%	%	%	%	%	%	%	
99	97	100	98	64	56	93	98	90	26
99	97	100	98	64	56	92	98	90	27
-	-	-	-	2	3	-	-	-	28
67	8	-	9	26	31	11	3	5	29
29	-	-	-	8	3	5	5	10	30
-	59	18	86	7	1	13	13	5	31
-	2	-	3	-	-	4	4	12	32
-	28	82	-	20	17	58	73	55	33
3	-	-	-	-	-	1	-	3	34
-	-	-	-	1	1	-	-	-	35
86	88	81	93	36	30	65	93	62	36
6	-	-	-	-	-	1	-	-	37
46	72	42	93	4	5	6	6	3	38
30	5	9	-	1	-	1	-	-	39
-	11	30	-	18	12	25	22	38	40
-	-	-	-	1	-	-	-	-	41
-	-	-	-	10	12	22	48	13	42
4	-	-	-	2	1	10	17	8	43
-	-	-	-	-	-	-	-	-	44
78	76	71	93	6	2	16	12	6	45
2	38	-	69	-	-	2	6	-	46
76	38	71	24	5	1	11	6	6	47
-	-	-	-	1	1	3	-	-	48
-	-	-	-	-	-	-	-	-	49
1	3	-	2	36	44	7	2	9	50
1	3	-	2	8	8	6	1	8	51
1	2	-	-	7	7	5	1	8	52
-	-	-	-	-	-	-	-	-	53
-	-	-	-	-	-	-	-	-	54
-	1	-	2	1	1	1	-	-	55
-	-	-	-	27	34	1	1	1	56
-	-	-	-	26	33	1	1	1	57
-	-	-	-	-	-	-	-	-	58
-	-	-	-	-	-	-	-	-	59
-	-	-	-	1	1	-	-	-	60
-	-	-	-	-	-	-	-	-	61
-	-	-	-	1	2	-	-	-	62

**Table 5 – MANUFACTURING – Canada – By Industry Group – Plant Employees**

– Continued –

No.		Food and Beverages		Slaughtering and Meat Packing		Grain Mill Products		Bakery Products		Dairy Products	
		M	F	M	F	M	F	M	F	M	F
	<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>	%		%		%		%		%	
63	Have such retirement policy .....	69	60	76	73	84	66	62	58	72	62
64	Do not have such retirement policy .....	22	23	16	16	13	12	29	27	23	24
65	No established policy .....	7	7	5	5	2	6	8	7	4	6
66	No information .....	2	10	3	6	1	16	1	8	1	8
	<b>Normal Retirement Age</b>										
67	Under 60 years .....	—	—	—	—	—	—	—	—	—	—
68	60 years .....	—	35	—	51	—	24	—	38	—	32
69	61 to 64 years .....	—	—	—	—	—	—	—	—	—	—
70	65 years .....	66	24	75	21	84	42	60	18	65	27
71	Over 65 years .....	2	—	1	1	—	—	2	1	6	2
72	No information .....	1	1	—	—	—	—	—	1	1	1
73	Provision for retirement at earlier than normal age .....	61	54	70	68	69	54	51	48	62	52
74	Provision for retirement at later than normal age .....	33	30	42	42	46	38	22	21	49	43
75	No information .....	2	2	—	—	2	2	3	4	1	2
	<b>INDUSTRIAL MEDICAL SERVICES</b>										
76	Provide medical or first aid services .....	77		89		72		67		65	
77	Do not provide medical or first aid service .....	21		8		23		31		32	
78	No information .....	2		3		5		2		3	
	<b>Medical and First Aid Personnel</b>										
79	Physician(s) in attendance full-time .....	—		1		—		—		—	
80	Physician(s) in attendance part-time .....	19		36		9		23		5	
81	Physician(s) on call .....	16		18		24		14		5	
82	Registered Nurse(s) in attendance full-time .....	26		62		11		19		4	
83	Registered Nurse(s) in attendance part-time .....	4		7		—		2		4	
84	First Aid Personnel .....	60		66		64		43		53	
85	No information .....	6		3		6		9		10	
	<b>Medical Services Provided</b>										
86	Pre-placement medical examinations .....	32		52		34		26		17	
87	Periodic medical examinations .....	21		4		16		31		15	
88	Home visits by plant physician .....	4		14		—		3		1	

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

Tobacco and Tobacco Products		Rubber Products		Rubber Footwear		Tires and Tubes		Leather Products		Boots and Shoes		Textiles (except Clothing)		Cotton Yarn and Cloth		Woollen Yarn and Cloth		No.
M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
%		%		%		%		%		%		%		%		%		
82	80	86	83	70	70	95	93	25	23	21	18	68	68	89	89	45	48	63
1	14	8	8	11	11	5	5	64	58	67	62	25	22	10	9	42	29	64
13	2	6	8	19	19	-	-	7	8	7	8	5	5	-	-	10	10	65
4	4	-	1	-	-	-	2	4	11	5	12	2	5	1	2	3	13	66
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	67
-	69	-	3	-	3	-	-	-	6	-	1	-	25	-	31	-	24	68
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	69
82	11	81	75	54	51	95	93	12	13	7	14	63	38	85	54	44	21	70
-	-	5	5	16	16	-	-	12	3	13	2	5	4	4	4	1	-	71
-	-	-	-	-	-	-	-	1	1	1	1	-	1	-	-	-	3	72
82	79	82	82	70	70	95	93	19	15	14	9	57	55	72	72	35	35	73
36	34	49	47	28	28	65	62	14	14	9	9	46	46	74	74	29	32	74
-	-	3	-	-	-	-	-	1	5	1	7	1	3	-	-	-	3	75
99		95		97		100		67		72		88		97		82		76
1		5		3		-		28		23		10		3		13		77
-		-		-		-		5		5		2		-		5		78
21		14		-		26		1		1		1		-		-		79
54		50		58		60		5		4		38		55		6		80
13		22		15		30		9		9		15		7		7		81
82		69		66		86		10		12		50		75		11		82
2		3		-		-		-		-		4		4		6		83
65		56		72		58		53		54		40		24		63		84
-		1		-		-		8		9		6		3		12		85
75		75		58		95		11		9		55		77		18		86
56		22		31		15		7		7		22		5		8		87
-		12		-		23		2		-		1		-		-		88



**Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees**

- Continued -

No.		<i>Food and Beverages</i>	<i>Slaughtering and Meat Packing</i>	<i>Grain Mill Products</i>	<i>Bakery Products</i>	<i>Dairy Products</i>
		%	%	%	%	%
	<i>Medical Services Provided - (Concluded)</i>					
89	Home visits by plant nurse .....	14	41	4	—	—
90	Emergency first aid care .....	73	88	67	59	62
91	No information .....	2	1	1	1	2
	<i>HEALTH BENEFIT PLANS</i>					
92	Have Health Benefit plans .....	88	91	93	89	93
93	Do not have Health Benefit plans .....	9	5	4	9	5
94	No information .....	3	4	3	2	2
	<i>Types of Plans</i>					
95	"Major Medical" plans only .....	28	16	22	35	24
96	Specified Basic Benefits only .....	37	48	42	30	36
97	Combination of Major Medical and Specified Benefits .....	23	26	28	24	33
98	No information on types of plans .....	—	1	1	—	—
	<i>Types of Benefits</i>					
99	Surgical and obstetrical benefits .....	83	83	92	80	89
100	Physicians care in hospital .....	79	82	82	80	84
101	Physicians home and office calls .....	70	79	76	62	77
102	Special duty nursing care in hospital .....	27	14	29	41	25
103	Diagnostic X-ray and laboratory services, etc. ....	71	80	77	64	79
104	Prescribed drugs .....	29	35	30	34	19
	<i>Coverage</i>					
105	Employees and dependents covered .....	82	83	90	86	88
106	Employees only covered .....	3	—	—	—	2
107	No information on coverage .....	3	7	2	3	3
	<i>Financing of Plans</i>					
108	By employer and employees jointly .....	65	82	86	75	53
109	By employer only .....	15	—	4	6	30
110	By employees only .....	5	2	1	6	8
111	No information on financing .....	3	6	1	2	2
	<i>COLLECTIVE AGREEMENTS</i>					
112	Percentage of employees covered .....	56	75	72	49	61

**Table 5 – MANUFACTURING – Canada – By Industry Group – Plant Employees**

– Continued –

<i>Tobacco and Tobacco Products</i>	<i>Rubber Products</i>	<i>Rubber Footwear</i>	<i>Tires and Tubes</i>	<i>Leather Products</i>	<i>Boots and Shoes</i>	<i>Textiles (except Clothing)</i>	<i>Cotton Yarn and Cloth</i>	<i>Woollen Yarn and Cloth</i>	No.
%	%	%	%	%	%	%	%	%	
43	10	—	15	3	2	8	11	1	89
98	88	97	84	60	61	67	51	80	90
—	—	—	—	3	4	—	—	—	91
98	100	100	100	83	84	93	98	89	92
1	—	—	—	14	14	7	2	11	93
1	—	—	—	3	2	—	—	—	94
6	7	—	—	24	27	12	8	17	95
5	78	73	97	45	44	61	84	45	96
87	7	—	3	13	12	20	6	27	97
—	8	27	—	1	1	—	—	—	98
98	92	73	100	73	75	90	95	84	99
98	85	57	100	68	70	80	93	70	100
98	80	46	100	31	27	56	66	46	101
87	17	13	16	8	5	17	7	13	102
98	79	47	100	50	48	64	74	50	103
91	8	3	—	8	7	19	7	14	104
98	88	73	100	69	71	90	96	85	105
—	—	—	—	3	2	1	—	—	106
—	4	—	—	10	10	2	2	4	107
98	31	58	5	54	58	73	80	58	108
—	61	15	95	12	10	15	15	23	109
—	—	—	—	6	5	4	3	4	110
—	—	—	—	10	10	1	—	4	111
75	85	79	95	42	43	70	83	67	112

**Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

No.		<i>Synthetic and Silk Textiles</i>	<i>Clothing (Textile and Fur)</i>	<i>Hosiery and Knit Goods</i>	<i>Wood Products</i>	<i>Sash, Door and Planing Mills</i>	<i>Sawmills</i>
		No.	No.	No.	No.	No.	No.
	<b>SURVEY COVERAGE</b>						
1	Total Number of Reporting Units.....	38	956	165	1, 176	282	374
2	Total Number of Employees .....	11, 393	64, 663	13, 197	69, 620	10, 991	24, 256
	<b>STANDARD WORK WEEK</b>	%	%	%	%	%	%
	<i>Hours per Week</i>						
3a	Under 40 hours .....	—	14	—	—	—	—
3b	40 hours .....	60	56	29	48	26	61
3c	Over 40 hours .....	40	30	71	52	74	39
	<i>Days per Week</i>						
4	5 days .....	81	92	83	76	54	68
5	More than 5 days .....	19	8	17	24	46	32
	<i>Hours per Day</i>						
6	Under 7½ hours .....	—	—	—	—	—	—
7	7½ hours .....	—	8	—	—	—	—
8	8 hours .....	79	66	38	56	45	70
9	Over 8 hours .....	21	26	62	44	55	30
10	No Standard Work Week .....	—	—	—	—	—	—
	<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>						
11	Provide such paid holidays .....	97	90	81	83	73	77
12	Do not provide such holidays .....	3	6	11	14	25	18
13	No established policy .....	—	3	7	2	1	3
14	No information .....	—	1	1	1	1	2
	<i>Number of Holidays per Year</i>						
15	1 to 5 days .....	12	21	19	16	18	11
16	6 days .....	—	29	16	5	5	3
17	7 days .....	12	16	10	8	11	3
18	8 days .....	44	18	29	27	28	16
19	9 days .....	29	2	2	24	9	42
20	More than 9 days .....	—	2	2	2	1	1
21	Number not stated .....	—	2	3	1	1	1
	<b>VACATIONS WITH PAY</b>						
22	Provide vacations with pay .....	100	98	98	93	92	86
23	Do not provide vacations .....	—	1	—	4	3	10
24	No established policy .....	—	1	2	2	4	3
25	No information .....	—	—	—	1	1	1

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

Wooden Furniture	Paper Products	Pulp and Paper	Printing Publishing and Allied Industries	Iron and Steel Products	Machine Shop Products	Primary Iron and Steel	Transportation Equipment	Aircraft and Parts	
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
257	360	116	563	1,177	122	25	338	35	1
14,333	69,526	51,255	33,234	124,437	3,780	30,694	77,779	18,060	2
%	%	%	%	%	%	%	%	%	
-	-	-	67	-	-	-	-	-	3a
29	89	95	27	81	36	100	89	95	3b
71	11	5	6	19	63	-	11	5	3c
92	95	94	97	97	76	100	97	100	4
8	5	6	3	3	23	-	3	-	5
-	1	1	9	-	-	-	-	-	6
-	-	-	51	-	-	-	-	-	7
31	93	98	35	83	49	99	91	95	8
69	6	1	5	17	50	1	9	5	9
-	-	-	-	-	1	-	-	-	10
92	100	100	100	97	80	100	98	100	11
7	-	-	-	2	13	-	1	-	12
1	-	-	-	1	7	-	1	-	13
-	-	-	-	-	-	-	-	-	14
29	24	33	-	2	11	-	1	-	15
12	7	9	1	2	6	-	1	-	16
14	15	18	11	4	9	-	2	-	17
31	33	18	66	81	39	99	75	47	18
3	20	21	16	7	12	1	17	50	19
2	1	1	6	1	3	-	2	3	20
1	-	-	-	-	-	-	-	-	21
99	100	100	100	100	100	100	100	100	22
-	-	-	-	-	-	-	-	-	23
1	-	-	-	-	-	-	-	-	24
-	-	-	-	-	-	-	-	-	25



Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

No.		Synthetic and Silk Textiles	Clothing (Textile and Fur)	Hosiery and Knit Goods	Wood Products	Sash, Door and Planing Mills	Sawmills
		%	%	%	%	%	%
	VACATIONS WITH PAY - (Concluded)						
26	Vacation Increases With Service .....	94	68	78	68	51	64
27	Two weeks .....	94	67	77	68	51	64
28	After: Less than 1 year .....	—	1	—	—	—	—
29	1 year .....	26	14	3	31	14	54
30	2 years .....	1	23	11	4	5	2
31	3 years .....	6	12	16	11	6	1
32	4 years .....	—	3	5	1	—	—
33	5 years .....	61	13	40	19	23	6
34	More than 5 years .....	—	1	2	2	3	1
35	No information on required service .....	—	—	—	—	—	—
36	Three weeks .....	38	19	29	47	29	58
37	After: Less than 10 years .....	—	1	—	28	11	54
38	10 years .....	13	4	2	4	2	1
39	11 to 14 years .....	—	—	—	1	—	—
40	15 years .....	17	8	9	10	8	3
41	16 to 19 years .....	—	—	—	1	2	—
42	20 years .....	1	4	10	2	6	—
43	More than 20 years .....	7	2	8	1	—	—
44	No information on required service .....	—	—	—	—	—	—
45	Four weeks .....	30	1	1	3	3	3
46	After: Less than 25 years .....	—	—	—	—	1	—
47	25 years .....	19	1	1	3	2	3
48	More than 25 years .....	11	—	—	—	—	—
49	No information on required service .....	—	—	—	—	—	—
50	Vacation Does Not Increase With Service .....	6	30	20	25	41	22
51	One week .....	6	12	15	16	27	10
52	After: 1 year or less .....	4	11	14	15	27	9
53	2 years .....	—	—	—	—	—	—
54	More than 2 years .....	—	—	—	—	—	—
55	No information on required service .....	2	1	1	1	—	1
56	Two weeks .....	—	16	3	8	12	11
57	After: 1 year or less .....	—	16	3	8	12	10
58	2 years .....	—	—	—	—	—	1
59	More than 2 years .....	—	—	—	—	—	—
60	No information on required service .....	—	—	—	—	—	—
61	Three weeks or more .....	—	—	—	—	—	—
62	No information on length of fixed vacation .....	—	2	2	1	2	1

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

Wooden Furniture	Paper Products	Pulp and Paper	Printing Publishing and Allied Industries	Iron and Steel Products	Machine Shop Products	Primary Iron and Steel	Transportation Equipment	Aircraft and Parts	No
%	%	%	%	%	%	%	%	%	
73	99	99	95	93	75	99	96	99	26
73	98	99	89	93	74	99	96	99	27
-	-	-	3	-	-	-	1	1	28
7	15	14	66	10	12	7	15	32	29
6	3	1	9	5	6	-	14	49	30
25	26	17	3	56	19	91	19	14	31
3	-	-	-	2	6	-	4	2	32
29	54	67	8	19	20	1	43	1	33
3	-	-	-	1	11	-	-	-	34
-	-	-	-	-	-	-	-	-	35
28	95	98	85	82	36	98	90	95	36
2	11	13	30	2	3	-	1	-	37
8	67	80	24	7	7	4	20	50	38
-	5	1	6	5	1	-	6	12	39
14	10	4	17	66	20	94	63	33	40
-	-	-	2	-	3	-	-	-	41
1	2	-	3	1	2	-	-	-	42
3	-	-	3	1	-	-	-	-	43
-	-	-	-	-	-	-	-	-	44
5	77	91	29	46	1	94	16	42	45
1	27	34	8	4	1	6	1	-	46
4	50	57	18	42	-	88	15	42	47
-	-	-	3	-	-	-	-	-	48
-	-	-	-	-	-	-	-	-	49
26	1	1	5	7	25	1	4	1	50
19	-	-	1	3	10	-	2	-	51
18	-	-	1	3	9	-	2	-	52
-	-	-	-	-	-	-	-	-	53
-	-	-	-	-	-	-	-	-	54
1	-	-	-	-	1	-	-	-	55
5	1	1	3	4	14	1	2	1	56
5	1	1	3	4	13	1	2	1	57
-	-	-	-	-	-	-	-	-	58
-	-	-	-	-	-	-	-	-	59
-	-	-	-	-	1	-	-	-	60
-	-	-	1	-	-	-	-	-	61
2	-	-	-	-	1	-	-	-	62

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

No.		Synthetic and Silk Textiles		Clothing (Textile and Fur)		Hosiery and Knit Goods		Wood Products		Sash, Door and Planing Mills		Sawmills	
		M	F	M	F	M	F	M	F	M	F	M	F
		%		%		%		%		%		%	
	<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>												
63	Have such retirement policy .....	80	78	19	17	24	22	32	25	17	8	37	28
64	Do not have such retirement policy .....	16	17	63	57	50	50	54	47	68	58	49	40
65	No established policy .....	2	2	12	12	22	20	11	10	13	13	10	8
66	No information .....	2	3	6	14	4	8	3	18	2	21	4	24
	<b>Normal Retirement Age</b>												
67	Under 60 years .....	-	-	-	-	-	-	-	-	-	-	-	-
68	60 years .....	-	22	-	6	-	7	-	13	-	3	-	20
69	61 to 64 years .....	-	-	-	-	-	-	-	-	-	-	-	-
70	65 years .....	67	45	15	8	24	15	27	9	12	3	33	6
71	Over 65 years .....	11	11	2	1	-	-	5	3	5	-	3	2
72	No information .....	2	-	2	2	-	-	-	-	-	2	1	-
73	Provision for retirement at earlier than normal age .....	72	67	10	9	16	15	30	22	12	3	36	26
74	Provision for retirement at later than normal age .....	34	33	9	7	18	17	20	17	10	3	20	18
75	No information .....	1	6	3	4	1	1	1	1	2	4	1	1
	<b>INDUSTRIAL MEDICAL SERVICES</b>												
76	Provide medical or first aid services .....	95		52		66		78		62		85	
77	Do not provide medical or first aid service .....	4		43		30		19		33		12	
78	No information .....	1		5		4		3		5		3	
	<b>Medical and First Aid Personnel</b>												
79	Physician(s) in attendance full-time .....	-		-		-		1		-		2	
80	Physician(s) in attendance part-time .....	51		3		2		5		3		2	
81	Physician(s) on call .....	28		8		6		11		7		15	
82	Registered Nurse(s) in attendance full-time .....	71		4		5		7		3		1	
83	Registered Nurse(s) in attendance part-time .....	-		2		3		2		-		1	
84	First Aid Personnel .....	41		33		56		63		50		78	
85	No information .....	6		11		6		8		10		5	
	<b>Medical Services Provided</b>												
86	Pre-placement medical examinations .....	72		6		5		9		3		11	
87	Periodic medical examinations .....	64		3		3		4		3		2	
88	Home visits by plant physician .....	1		1		-		1		-		1	

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

Wooden Furniture		Paper Products		Pulp and Paper		Printing Publishing and Allied Industries		Iron and Steel Products		Machine Shop Products		Primary Iron and Steel		Transportation Equipment		Aircraft and Parts		Nº
M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
%		%		%		%		%		%		%		%		%		
27	24	92	78	98	80	63	57	71	48	22	10	94	60	77	53	76	74	63
64	60	5	6	1	3	24	26	21	17	60	40	2	1	20	16	22	19	64
7	7	3	6	1	6	9	9	6	7	15	15	3	4	2	1	-	-	65
2	9	-	10	-	11	4	8	2	28	3	35	1	35	1	30	2	7	66
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	67
-	3	1	39	-	41	-	20	-	19	-	4	-	33	-	11	-	24	68
-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	69
18	13	89	37	96	37	48	30	58	25	22	5	71	27	73	39	73	47	70
9	8	2	1	2	-	14	6	13	3	-	-	23	-	4	1	2	2	71
-	-	-	1	-	1	1	1	-	1	-	1	-	-	-	2	1	1	72
26	21	87	73	95	78	54	49	66	44	17	7	94	60	76	50	76	74	73
20	19	51	41	54	40	46	43	49	38	11	5	63	60	66	45	59	55	74
-	-	2	1	2	-	2	1	1	1	1	1	-	-	1	2	-	-	75
72		95		98		72		92		71		100		96		98		76
25		4		2		26		7		28		-		4		2		77
3		1		-		2		1		1		-		-		-		78
1		9		12		-		19		-		62		34		9		79
11		35		39		18		31		-		38		33		78		80
9		30		33		5		30		11		53		27		44		81
16		60		70		20		50		-		92		70		84		82
-		4		5		1		9		-		23		1		1		83
55		80		83		51		72		54		68		69		85		84
9		3		1		5		3		15		-		5		-		85
8		73		85		20		58		8		93		63		83		86
8		43		49		12		31		4		59		31		54		87
-		11		14		1		1		-		-		2		3		88



**Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees**

- Continued -

No.		<i>Synthetic and Silk Textiles</i>	<i>Clothing (Textile and Fur)</i>	<i>Hosiery and Knit Goods</i>	<i>Wood Products</i>	<i>Sash, Door and Planing Mills</i>	<i>Sawmills</i>
		%	%	%	%	%	%
	<i>Medical Services Provided - (Concluded)</i>						
89	Home visits by plant nurse .....	17	4	4	3	3	1
90	Emergency first aid care .....	88	47	61	74	59	82
91	No information .....	-	2	1	2	4	2
	<i>HEALTH BENEFIT PLANS</i>						
92	Have Health Benefit plans .....	99	59	74	83	78	82
93	Do not have Health Benefit plans .....	1	33	20	14	20	16
94	No information .....	-	8	6	3	2	2
	<i>Types of Plans</i>						
95	"Major Medical" plans only .....	7	17	20	28	33	29
96	Specified Basic Benefits only .....	46	29	44	31	29	23
97	Combination of Major Medical and Specified Benefits .....	46	9	10	24	15	30
98	No information on types of plans .....	-	4	-	-	1	-
	<i>Types of Benefits</i>						
99	Surgical and obstetrical benefits .....	99	49	67	79	73	78
100	Physicians care in hospital .....	75	41	55	74	69	78
101	Physicians home and office calls .....	59	21	28	61	51	70
102	Special duty nursing care in hospital .....	43	10	13	18	18	19
103	Diagnostic X-ray and laboratory services, etc. ....	71	35	44	66	55	73
104	Prescribed drugs .....	50	11	17	13	11	9
	<i>Coverage</i>						
105	Employees and dependents covered .....	99	46	65	77	70	77
106	Employees only covered .....	-	4	3	2	3	1
107	No information on coverage .....	-	5	6	4	4	4
	<i>Financing of Plans</i>						
108	By employer and employees jointly .....	82	34	53	71	65	75
109	By employer only .....	17	10	13	4	1	1
110	By employees only .....	-	7	3	5	7	4
111	No information on financing .....	-	4	5	3	4	2
	<i>COLLECTIVE AGREEMENTS</i>						
112	Percentage of employees covered .....	68	50	31	50	35	61

**Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees**

- Continued -

<i>Wooden Furniture</i>	<i>Paper Products</i>	<i>Pulp and Paper</i>	<i>Printing Publishing and Allied Industries</i>	<i>Iron and Steel Products</i>	<i>Machine Shop Products</i>	<i>Primary Iron and Steel</i>	<i>Transportation Equipment</i>	<i>Aircraft and Parts</i>	
%	%	%	%	%	%	%	%	%	No.
8	18	20	12	20	—	50	17	33	89
69	94	96	70	91	67	100	93	86	90
3	—	—	1	—	3	—	1	3	91
85	94	97	93	96	84	100	98	99	92
11	5	3	5	3	15	—	2	—	93
4	1	—	2	1	1	—	—	1	94
28	12	9	32	15	26	2	20	10	95
43	47	49	35	52	36	52	56	33	96
14	35	39	26	29	19	46	22	56	97
—	—	—	—	—	3	—	—	—	98
79	92	94	89	94	75	100	97	99	99
66	85	88	86	89	76	99	92	96	100
46	68	71	67	76	58	99	87	95	101
22	28	27	39	27	20	47	24	57	102
56	70	73	77	79	68	95	88	85	103
12	40	46	34	27	21	47	26	67	104
74	91	93	87	93	74	99	91	98	105
2	1	1	1	1	1	1	6	1	106
9	2	3	5	2	6	—	1	—	107
65	85	89	68	70	70	90	44	71	108
10	3	1	8	21	3	10	50	28	109
5	2	2	14	3	5	—	3	—	110
5	4	5	3	2	3	—	1	—	111
36	89	96	56	71	32	79	86	80	112

**Table 5 – MANUFACTURING – Canada – By Industry Group – Plant Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		<i>Railway and Rolling Stock Equipment</i>	<i>Motor Vehicles, Parts and Accessories</i>	<i>Shipbuilding and Repairing</i>	<i>Non-ferrous Metal Products</i>
No.		No.	No.	No.	No.
<b>SURVEY COVERAGE</b>					
1	Total Number of Reporting Units.....	11	134	61	273
2	Total Number of Employees .....	2, 118	38, 588	15, 711	39, 974
<b>STANDARD WORK WEEK</b>					
	<i>Hours per Week</i>	%	%	%	%
3a	Under 40 hours .....	—	—	—	—
3b	40 hours .....	100	92	84	77
3c	Over 40 hours .....	—	8	16	23
	<i>Days per Week</i>				
4	5 days.....	100	98	97	90
5	More than 5 days .....	—	2	3	10
	<i>Hours per Day</i>				
6	Under 7½ hours .....	—	—	—	—
7	7½ hours .....	—	—	—	1
8	8 hours .....	100	93	87	89
9	Over 8 hours .....	—	7	13	10
10	No Standard Work Week .....	—	—	—	—
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>					
11	Provide such paid holidays .....	100	99	98	98
12	Do not provide such holidays .....	—	—	1	2
13	No established policy .....	—	1	1	—
14	No information .....	—	—	—	—
	<i>Number of Holidays per Year</i>				
15	1 to 5 days .....	—	—	3	5
16	6 days .....	2	1	—	2
17	7 days .....	1	3	1	22
18	8 days .....	97	92	67	63
19	9 days .....	—	2	21	5
20	More than 9 days .....	—	1	6	1
21	Number not stated .....	—	—	—	—
<b>VACATIONS WITH PAY</b>					
22	Provide vacations with pay .....	100	100	99	100
23	Do not provide vacations .....	—	—	1	—
24	No established policy .....	—	—	—	—
25	No information .....	—	—	—	—

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

<i>Electrical Apparatus and Supplies</i>	<i>Non-Metallic Mineral Products</i>	<i>Products of Petroleum and Coal</i>	<i>Petroleum Refining and Products</i>	<i>Chemical Products</i>	<i>Miscellaneous Manufacturing</i>	
No.	No.	No.	No.	No.	No.	No.
294	330	59	49	456	409	1
48,811	27,471	8,856	7,906	31,349	21,642	2
%	%	%	%	%	%	
1	—	—	—	6	1	3a
88	37	97	98	83	57	3b
11	63	3	2	11	42	3c
100	66	97	98	97	91	4
—	34	3	2	3	9	5
—	—	—	—	—	—	6
1	1	—	—	4	2	7
88	67	99	99	88	60	8
11	32	1	1	8	38	9
—	—	—	—	—	—	10
99	95	100	100	100	90	11
1	4	—	—	—	8	12
—	1	—	—	—	2	13
—	—	—	—	—	—	14
2	4	1	—	1	6	15
1	2	—	—	2	5	16
3	6	—	—	7	10	17
84	67	10	2	59	62	18
7	14	87	96	30	5	19
1	2	1	1	1	2	20
1	—	1	1	—	—	21
100	98	100	100	100	98	22
—	1	—	—	—	1	23
—	1	—	—	—	1	24
—	—	—	—	—	—	25



Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

		Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories	Shipbuilding and Repairing	Non-ferrous Metal Products
No.		%	%	%	%
	VACATIONS WITH PAY - (Concluded)				
26	Vacation Increases With Service .....	99	97	96	95
27	Two weeks .....	99	97	96	95
28	After: Less than 1 year .....	-	-	2	-
29	1 year .....	3	5	21	14
30	2 years .....	6	3	1	29
31	3 years .....	29	26	7	43
32	4 years .....	-	3	11	1
33	5 years .....	61	60	54	8
34	More than 5 years .....	-	-	-	-
35	No information on required service .....	-	-	-	-
36	Three weeks .....	99	91	92	85
37	After: Less than 10 years .....	-	1	1	4
38	10 years .....	6	5	30	32
39	11 to 14 years .....	-	2	10	2
40	15 years .....	93	83	51	47
41	16 to 19 years .....	-	-	-	-
42	20 years .....	-	-	-	-
43	More than 20 years .....	-	-	-	-
44	No information on required service .....	-	-	-	-
45	Four weeks .....	52	5	14	35
46	After: Less than 25 years .....	-	-	6	2
47	25 years .....	52	5	8	32
48	More than 25 years .....	-	-	-	1
49	No information on required service .....	-	-	-	-
50	Vacation Does Not Increase With Service .....	1	3	3	5
51	One week .....	-	2	2	3
52	After: 1 year or less .....	-	2	2	3
53	2 years .....	-	-	-	-
54	More than 2 years .....	-	-	-	-
55	No information on required service .....	-	-	-	-
56	Two weeks .....	1	1	1	2
57	After: 1 year or less .....	1	1	1	2
58	2 years .....	-	-	-	-
59	More than 2 years .....	-	-	-	-
60	No information on required service .....	-	-	-	-
61	Three weeks or more .....	-	-	-	-
62	No information on length of fixed vacation .....	-	-	-	-

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

<i>Electrical Apparatus and Supplies</i>	<i>Non-Metallic Mineral Products</i>	<i>Products of Petroleum and Coal</i>	<i>Petroleum Refining and Products</i>	<i>Chemical Products</i>	<i>Miscellaneous Manufacturing</i>	
%	%	%	%	%	%	No.
97	88	98	99	98	84	26
97	88	98	99	98	84	27
-	-	-	-	5	3	28
29	19	88	97	44	20	29
9	9	9	2	29	9	30
33	25	1	-	15	24	31
2	2	-	-	-	2	32
24	32	-	-	3	25	33
-	1	-	-	-	1	34
-	-	-	-	2	-	35
88	74	96	97	90	57	36
1	3	7	7	2	1	37
12	13	80	88	55	13	38
4	5	3	-	12	1	39
71	50	6	2	20	36	40
-	1	-	-	-	-	41
-	1	-	-	-	2	42
-	1	-	-	1	4	43
-	-	-	-	-	-	44
59	36	92	95	52	17	45
1	3	82	92	15	1	46
36	32	9	3	37	14	47
22	1	1	-	-	2	48
-	-	-	-	-	-	49
3	10	2	1	2	14	50
2	6	-	-	1	10	51
2	5	-	-	1	10	52
-	-	-	-	-	-	53
-	-	-	-	-	-	54
-	1	-	-	-	-	55
1	4	2	1	1	3	56
1	4	2	1	1	3	57
-	-	-	-	-	-	58
-	-	-	-	-	-	59
-	-	-	-	-	-	60
-	-	-	-	-	-	61
-	-	-	-	-	1	62

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

		Railway and Rolling Stock Equipment		Motor Vehicles, Parts and Accessories		Shipbuilding and Repairing		Non-ferrous Metal Products	
No.		M	F	M	F	M	F	M	F
		%		%		%		%	
	RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES								
63	Have such retirement policy .....	93	29	87	54	63	34	78	52
64	Do not have such retirement policy .....	7	7	11	11	32	16	16	14
65	No established policy .....	-	5	2	1	3	3	5	5
66	No information .....	-	59	-	34	2	47	1	29
	Normal Retirement Age								
67	Under 60 years .....	-	-	-	-	-	-	-	7
68	60 years .....	-	10	-	2	-	18	-	30
69	61 to 64 years .....	-	-	-	-	-	-	-	-
70	65 years .....	64	19	86	51	51	9	76	13
71	Over 65 years .....	29	-	1	-	12	-	2	1
72	No information .....	-	-	-	1	-	7	-	1
73	Provision for retirement at earlier than normal age .....	93	28	86	52	61	26	72	44
74	Provision for retirement at later than normal age .....	70	22	79	51	51	26	32	30
75	No information .....	-	-	-	1	1	7	2	2
	INDUSTRIAL MEDICAL SERVICES								
76	Provide medical or first aid services .....	99		97		97		91	
77	Do not provide medical or first aid service .....	1		3		3		6	
78	No information .....	-		-		-		3	
	Medical and First Aid Personnel								
79	Physician(s) in attendance full-time .....	-		64		-		10	
80	Physician(s) in attendance part-time .....	67		20		12		41	
81	Physician(s) on call .....	71		17		28		39	
82	Registered Nurse(s) in attendance full-time .....	84		79		38		45	
83	Registered Nurse(s) in attendance part-time .....	-		-		2		-	
84	First Aid Personnel .....	73		62		72		78	
85	No information .....	2		2		15		2	
	Medical Services Provided								
86	Pre-placement medical examinations .....	97		66		37		71	
87	Periodic medical examinations .....	54		34		-		63	
88	Home visits by plant physician .....	29		2		-		18	

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

Electrical Apparatus and Supplies		Non-Metallic Mineral Products		Products of Petroleum and Coal		Petroleum Refining and Products		Chemical Products		Miscellaneous Manufacturing		
M	F	M	F	M	F	M	F	M	F	M	F	No.
%		%		%		%		%		%		
82	77	69	47	98	77	99	79	87	70	46	42	63
12	12	24	21	1	1	-	-	9	9	43	39	64
5	6	6	7	1	1	1	1	4	5	10	12	65
1	5	1	25	-	21	-	20	-	16	1	7	66
-	-	-	-	-	1	-	1	-	-	-	-	67
1	14	-	20	-	55	-	58	-	19	-	11	68
-	1	-	-	1	-	-	-	-	-	-	-	69
49	39	63	22	95	19	99	18	82	46	38	29	70
32	23	5	5	2	-	-	-	5	4	6	2	71
-	-	1	-	-	2	-	2	-	1	2	-	72
77	73	59	42	91	70	92	71	83	66	40	38	73
42	41	45	38	27	17	23	12	52	40	33	33	74
1	-	2	-	-	2	-	2	1	1	1	1	75
97		88		97		98		92		79		76
3		10		3		2		8		20		77
-		2		-		-		-		1		78
12		1		21		24		10		4		79
44		33		60		64		34		9		80
19		14		36		35		24		22		81
63		37		66		74		43		21		82
3		1		6		7		5		-		83
73		69		88		88		59		65		84
5		8		3		4		13		9		85
61		46		90		95		73		28		86
37		37		56		63		53		8		87
2		1		6		7		7		2		88



Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Concluded -

		<i>Railway and Rolling Stock Equipment</i>	<i>Motor Vehicles, Parts and Accessories</i>	<i>Shipbuilding and Repairing</i>	<i>Non-ferrous Metal Products</i>
No.		%	%	%	%
<i>Medical Services Provided - (Concluded)</i>					
89	Home visits by plant nurse .....	40	15	5	12
90	Emergency first aid care .....	99	96	96	90
91	No information .....	-	-	-	1
<i>HEALTH BENEFIT PLANS</i>					
92	Have Health Benefit plans .....	100	99	99	95
93	Do not have Health Benefit plans .....	-	1	1	4
94	No information .....	-	-	-	1
<i>Types of Plans</i>					
95	"Major Medical" plans only .....	5	20	29	18
96	Specified Basic Benefits only .....	93	71	45	57
97	Combination of Major Medical and Specified Benefits .....	2	8	25	20
98	No information on types of plans .....	-	-	-	-
<i>Types of Benefits</i>					
99	Surgical and obstetrical benefits .....	100	97	99	76
100	Physicians care in hospital .....	81	95	90	74
101	Physicians home and office calls .....	76	91	73	52
102	Special duty nursing care in hospital .....	6	4	39	15
103	Diagnostic X-ray and laboratory services, etc. ....	90	94	82	62
104	Prescribed drugs .....	6	4	39	21
<i>Coverage</i>					
105	Employees and dependents covered .....	100	86	99	91
106	Employees only covered .....	-	11	-	1
107	No information on coverage .....	-	2	-	3
<i>Financing of Plans</i>					
108	By employer and employees jointly .....	41	15	87	79
109	By employer only .....	59	82	2	11
110	By employees only .....	-	1	10	3
111	No information on financing .....	-	1	-	2
<i>COLLECTIVE AGREEMENTS</i>					
112	Percentage of employees covered .....	67	91	93	81

**Table 5 – MANUFACTURING – Canada – By Industry Group – Plant Employees**

– Concluded –

<i>Electrical Apparatus and Supplies</i>	<i>Non-Metallic Mineral Products</i>	<i>Products of Petroleum and Coal</i>	<i>Petroleum Refining and Products</i>	<i>Chemical Products</i>	<i>Miscellaneous Manufacturing</i>	
%	%	%	%	%	%	No.
31	13	45	50	20	8	89
94	86	97	98	87	78	90
1	1	—	—	1	1	91
96	94	98	100	96	81	92
3	5	1	—	3	17	93
1	1	1	—	1	2	94
25	23	25	29	22	22	95
27	55	31	32	29	32	96
44	16	42	39	45	27	97
—	—	—	—	—	—	98
93	92	98	100	91	79	99
90	90	98	100	91	74	100
81	82	96	99	80	53	101
61	37	59	64	54	30	102
86	74	96	100	83	64	103
61	36	55	59	56	31	104
94	91	96	98	93	77	105
1	1	2	2	—	2	106
1	2	—	—	3	2	107
52	72	90	95	83	61	108
40	18	5	3	7	14	109
3	3	3	2	3	5	110
1	1	—	—	3	1	111
74	79	56	51	56	38	112

**Table 6 – MANUFACTURING – Canada – By Industry Group – Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		<i>Food and Beverages</i>	<i>Tobacco and Tobacco Products</i>	<i>Rubber Products</i>
No.		No.	No.	No.
<b>SURVEY COVERAGE</b>				
1	Total Number of Reporting Units .....	1,501	21	49
2	Total Number of Employees .....	29,812	1,871	4,344
<b>STANDARD WORK WEEK</b>				
		%	%	%
<i>Hours per Week</i>				
3a	Under 35 hours.....	3	—	—
3b	35 hours.....	23	24	2
3c	Over 35 and under 37½ hours .....	11	47	5
3d	37½ hours .....	34	24	67
3e	Over 37½ hours .....	28	5	26
<i>Days per Week</i>				
4	5 days .....	92	96	100
5	More than 5 days .....	7	4	—
<i>Hours per Day</i>				
6	Under 7½ hours .....	39	73	6
7	7½ hours .....	35	26	62
8	8 hours .....	22	1	32
9	Over 8 hours .....	3	—	—
10	No Standard Work Week .....	1	—	—
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>				
11	Provide such paid holidays.....	99	100	100
12	Do not provide such holidays .....	—	—	—
13	No established policy.....	1	—	—
14	No information .....	—	—	—
<i>Number of Holidays per Year</i>				
15	1 to 5 days .....	2	—	—
16	6 days .....	1	2	—
17	7 days .....	5	—	7
18	8 days .....	34	16	16
19	9 days .....	43	2	70
20	More than 9 days .....	13	78	7
21	Number not stated .....	1	2	—
<b>VACATIONS WITH PAY</b>				
22	Provide vacations with pay.....	100	100	100
23	Do not provide vacations .....	—	—	—
24	No established policy.....	—	—	—
25	No information .....	—	—	—

Table 6 – MANUFACTURING – Canada – By Industry Group – Office Employees

– Continued –

Leather Products	Textiles (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products	Printing Publishing and Allied Industries	
No.	No.	No.	No.	No.	No.	No.
223	334	852	1099	368	574	1
2,654	8,724	7,570	10,603	17,671	21,191	2
%	%	%	%	%	%	
9	1	3	1	2	5	3a
17	23	24	19	33	26	3b
9	7	8	4	20	17	3c
31	51	29	33	37	37	3d
34	18	36	43	8	15	3e
96	98	92	82	98	94	4
4	2	8	18	2	6	5
32	31	36	27	51	50	6
36	52	32	35	42	39	7
24	16	30	30	7	11	8
8	1	2	8	—	—	9
—	—	—	—	—	—	10
98	100	97	95	100	100	11
1	—	1	4	—	—	12
1	—	1	—	—	—	13
—	—	1	1	—	—	14
9	5	8	8	10	—	15
8	2	17	7	7	1	16
10	26	14	11	16	11	17
37	48	40	39	43	61	18
12	14	6	23	20	21	19
17	4	8	5	4	6	20
5	1	4	2	—	—	21
100	100	100	98	100	100	22
—	—	—	1	—	—	23
—	—	—	1	—	—	24
—	—	—	—	—	—	25



Table 6 - MANUFACTURING - Canada - By Industry Group - Office Employees

- Continued -

No.		Food and Beverages	Tobacco and Tobacco Products	Rubber Products
		%	%	%
	VACATIONS WITH PAY - (Concluded)			
26	Vacation Increases With Service .....	92	98	99
27	Two weeks .....	92	98	99
28	After: Less than 1 year .....	7	6	22
29	1 year .....	72	91	75
30	2 years .....	8	1	-
31	3 years .....	2	-	1
32	4 years .....	1	-	-
33	5 years .....	2	-	1
34	More than 5 years .....	-	-	-
35	No information on required service .....	-	-	-
36	Three weeks .....	85	89	92
37	After: Less than 10 years .....	16	3	-
38	10 years .....	21	47	79
39	11 to 14 years .....	28	31	8
40	15 years .....	18	2	5
41	16 to 19 years .....	-	-	-
42	20 years .....	1	-	-
43	More than 20 years .....	1	6	-
44	No information on required service .....	-	-	-
45	Four weeks .....	55	79	83
46	After: Less than 25 years .....	28	1	45
47	25 years .....	26	78	38
48	More than 25 years .....	1	-	-
49	No information on required service .....	-	-	-
50	Vacation Does Not Increase With Service .....	8	2	1
51	One week .....	2	-	-
52	After: 1 year or less .....	2	-	-
53	2 years .....	-	-	-
54	More than 2 years .....	-	-	-
55	No information on required service .....	-	-	-
56	Two weeks .....	6	2	1
57	After: 1 year or less .....	6	2	1
58	2 years .....	-	-	-
59	More than 2 years .....	-	-	-
60	No information on required service .....	-	-	-
61	Three weeks or more .....	-	-	-
62	No information on length of fixed vacation .....	-	-	-

Table 6 - MANUFACTURING - Canada - By Industry Group - Office Employees

- Continued -

<i>Leather Products</i>	<i>Textiles (except Clothing)</i>	<i>Clothing (Textile and Fur)</i>	<i>Wood Products</i>	<i>Paper Products</i>	<i>Printing Publishing and Allied Industries</i>	No.
%	%	%	%	%	%	
72	91	72	70	97	94	26
72	91	72	70	97	86	27
5	8	1	5	12	7	28
46	75	50	48	80	71	29
8	4	17	10	2	6	30
2	1	3	3	1	1	31
-	-	-	-	-	-	32
10	3	1	4	1	1	33
-	-	-	-	1	-	34
1	-	-	-	-	-	35
42	75	25	47	94	85	36
-	1	1	17	11	38	37
2	15	7	13	67	20	38
1	1	-	1	5	3	39
23	41	8	12	9	16	40
1	-	-	-	-	3	41
9	5	4	3	2	3	42
6	12	5	1	-	2	43
-	-	-	-	-	-	44
6	25	2	13	76	40	45
-	1	-	6	25	15	46
5	24	2	7	50	22	47
1	-	-	-	1	3	48
-	-	-	-	-	-	49
28	9	28	28	3	6	50
2	2	5	8	-	-	51
2	1	5	8	-	-	52
-	-	-	-	-	-	53
-	-	-	-	-	-	54
-	1	-	-	-	-	55
24	7	22	19	3	5	56
22	6	21	18	3	5	57
-	-	-	-	-	-	58
-	-	-	-	-	-	59
2	1	1	1	-	-	60
-	-	-	-	-	1	61
2	-	1	1	-	-	62

Table 6 - MANUFACTURING - Canada - By Industry Group - Office Employees

- Continued -

No.		Food and Beverages		Tobacco and Tobacco Products		Rubber Products	
		M	F	M	F	M	F
		%		%		%	
	RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES						
63	Have such retirement policy .....	81	79	91	88	92	91
64	Do not have such retirement policy .....	13	13	2	3	4	5
65	No established policy .....	5	5	7	7	3	3
66	No information .....	1	3	-	2	1	1
	Normal Retirement Age						
67	Under 60 years .....	-	-	-	-	-	-
68	60 years .....	-	43	-	56	-	10
69	61 to 64 years .....	-	1	-	-	-	-
70	65 years .....	79	34	91	32	89	78
71	Over 65 years .....	1	-	-	-	3	3
72	No information .....	1	1	-	-	-	-
73	Provision for retirement at earlier than normal age .....	72	70	85	64	90	91
74	Provision for retirement at later than normal age .....	41	41	42	17	29	37
75	No information .....	1	1	-	23	2	-
	INDUSTRIAL MEDICAL SERVICES						
76	Provide medical or first aid services .....	79		98		97	
77	Do not provide medical or first aid service	18		2		3	
78	No information .....	3		-		-	
	Medical and First Aid Personnel						
79	Physician(s) in attendance full-time .....	-		9		16	
80	Physician(s) in attendance part-time .....	25		72		47	
81	Physician(s) on call .....	17		22		24	
82	Registered Nurse(s) in attendance full-time	34		91		73	
83	Registered Nurse(s) in attendance part-time	5		7		2	
84	First Aid Personnel .....	59		47		44	
85	No information .....	6		-		2	
	Medical Services Provided						
86	Pre-placement medical examinations .....	39		54		73	
87	Periodic medical examinations .....	21		75		17	
88	Home visits by plant physician .....	5		-		3	

Table 6 - MANUFACTURING - Canada - By Industry Group - Office Employees

- Continued -

Leather Products		Textiles (except Clothing)		Clothing (Textile and Fur)		Wood Products		Paper Products		Printing Publishing and Allied Industries		No.
M	F	M	F	M	F	M	F	M	F	M	F	
%		%		%		%		%		%		
31	31	75	75	33	30	42	39	94	88	74	72	63
58	54	19	16	51	47	45	41	4	6	17	18	64
6	6	4	5	11	11	11	12	2	4	8	8	65
5	9	2	4	5	12	2	8	-	2	1	2	66
-	-	-	-	-	-	-	-	-	-	-	-	67
-	11	-	42	-	13	-	14	-	40	1	24	68
-	-	-	-	-	-	-	2	-	2	-	-	69
18	13	74	32	32	16	34	17	91	45	59	41	70
13	7	1	-	1	1	8	6	3	1	14	7	71
-	-	-	1	-	-	-	-	-	-	-	-	72
24	20	63	62	26	22	38	34	89	83	61	59	73
18	18	41	42	21	21	28	27	52	48	54	52	74
1	5	3	4	1	3	2	2	2	-	-	1	75
70		86		60		75		92		74		76
24		12		35		21		7		24		77
6		2		5		4		1		2		78
1		1		-		-		8		-		79
4		37		3		8		31		25		80
10		17		9		10		28		5		81
15		40		6		10		53		26		82
-		6		2		2		3		1		83
58		42		36		60		76		47		84
6		7		15		9		6		6		85
19		35		5		6		61		27		86
6		35		5		7		45		18		87
1		1		1		-		8		1		88



Table 6 - MANUFACTURING - Canada - By Industry Group - Office Employees

- Continued -

		Food and Beverages	Tobacco and Tobacco Products	Rubber Products
No.		%	%	%
	<i>Medical Services Provided - (Concluded)</i>			
89	Home visits by plant nurse .....	19	60	12
90	Emergency first aid care.....	76	98	87
91	No information .....	1	-	-
	<i>HEALTH BENEFIT PLANS</i>			
92	Have Health Benefit plans .....	93	100	100
93	Do not have Health Benefit plans .....	4	-	-
94	No information .....	3	-	-
	<i>Types of Plans</i>			
95	"Major Medical" plans only .....	27	3	10
96	Specified Basic Benefits only .....	32	11	28
97	Combination of Major Medical and Specified Benefits .....	34	86	62
98	No information on types of plans.....	-	-	-
	<i>Types of Benefits</i>			
99	Surgical and obstetrical benefits.....	89	100	100
100	Physicians care in hospital .....	87	100	96
101	Physicians home and office calls .....	79	100	91
102	Special duty nursing care in hospital .....	36	86	68
103	Diagnostic X-ray and laboratory services, etc. ....	80	98	93
104	Prescribed drugs .....	42	88	62
	<i>Coverage</i>			
105	Employees and dependents covered .....	88	100	98
106	Employees only covered .....	1	-	-
107	No information on coverage .....	4	-	2
	<i>Financing of Plans</i>			
108	By employer and employees jointly.....	68	98	26
109	By employer only .....	18	2	74
110	By employees only.....	4	-	-
111	No information on financing .....	3	-	-
	<i>COLLECTIVE AGREEMENTS</i>			
112	Percentage of employees covered .....	3	-	5

Table 6 – MANUFACTURING – Canada – By Industry Group – Office Employees

– Continued –

Leather Products	Textiles (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products	Printing Publishing and Allied Industries	No.
%	%	%	%	%	%	
3	10	5	6	19	12	89
63	68	54	73	91	71	90
2	—	2	2	1	1	91
88	93	69	87	95	94	92
9	6	25	10	4	4	93
3	1	6	3	1	2	94
31	14	27	29	16	32	95
41	30	24	33	24	39	96
16	49	15	25	55	23	97
—	—	3	—	—	—	98
77	91	59	82	92	91	99
73	84	54	77	89	89	100
34	59	38	64	77	68	101
18	49	23	26	51	45	102
52	75	53	69	79	82	103
21	51	25	21	57	35	104
72	89	58	80	91	89	105
3	2	3	2	—	1	106
13	2	5	5	4	4	107
59	75	41	70	80	68	108
11	8	11	4	6	10	109
7	8	9	9	5	14	110
11	2	5	4	4	2	111
1	1	3	—	10	16	112

**Table 6 – MANUFACTURING – Canada – By Industry Group – Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		<i>Iron and Steel Products</i>	<i>Transportation Equipment</i>	<i>Non-ferrous Metal Products</i>
No.		No.	No.	No.
<b>SURVEY COVERAGE</b>				
1	Total Number of Reporting Units .....	1,179	334	270
2	Total Number of Employees .....	41,221	25,204	10,849
<b>STANDARD WORK WEEK</b>		%	%	%
<i>Hours per Week</i>				
3a	Under 35 hours.....	1	—	—
3b	35 hours.....	10	6	16
3c	Over 35 and under 37½ hours .....	14	6	12
3d	37½ hours .....	46	29	36
3e	Over 37½ hours .....	29	59	36
<i>Days per Week</i>				
4	5 days .....	98	98	99
5	More than 5 days .....	2	2	1
<i>Hours per Day</i>				
6	Under 7½ hours .....	26	10	28
7	7½ hours .....	47	44	36
8	8 hours .....	26	45	35
9	Over 8 hours .....	1	1	1
10	No Standard Work Week .....	—	—	—
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>				
11	Provide such paid holidays.....	100	100	100
12	Do not provide such holidays .....	—	—	—
13	No established policy.....	—	—	—
14	No information .....	—	—	—
<i>Number of Holidays per Year</i>				
15	1 to 5 days .....	2	—	—
16	6 days .....	1	1	4
17	7 days .....	4	1	5
18	8 days .....	81	60	50
19	9 days .....	9	36	37
20	More than 9 days .....	2	2	4
21	Number not stated .....	1	—	—
<b>VACATIONS WITH PAY</b>				
22	Provide vacations with pay.....	100	100	100
23	Do not provide vacations .....	—	—	—
24	No established policy.....	—	—	—
25	No information .....	—	—	—

Table 6 - MANUFACTURING - Canada - By Industry Group - Office Employees

- Continued -

<i>Electrical Apparatus and Supplies</i>	<i>Non-Metallic Mineral Products</i>	<i>Products of Petroleum and Coal</i>	<i>Chemical Products</i>	<i>Miscellaneous Manufacturing</i>	
No.	No.	No.	No.	No.	No.
294	319	62	458	401	1
26,535	7,531	6,909	22,144	7,713	2
%	%	%	%	%	
-	4	-	1	3	3a
4	16	41	14	16	3b
2	6	23	12	12	3c
58	40	30	54	45	3d
36	34	6	19	24	3e
100	90	100	100	99	4
-	10	-	-	1	5
6	26	64	26	29	6
58	42	30	55	46	7
36	30	6	19	23	8
-	2	-	-	2	9
-	-	-	-	-	10
100	99	100	100	99	11
-	1	-	-	1	12
-	-	-	-	-	13
-	-	-	-	-	14
-	1	-	1	1	15
-	2	-	2	3	16
2	6	-	6	7	17
90	66	5	62	80	18
7	19	91	27	6	19
1	4	4	2	1	20
-	1	-	-	.1	21
100	99	100	100	100	22
-	1	-	-	-	23
-	-	-	-	-	24
-	-	-	-	-	25



Table 6 - MANUFACTURING - Canada - By Industry Group - Office Employees

- Continued -

No.		Iron and Steel Products	Transportation Equipment	Non-ferrous Metal Products
		%	%	%
	VACATIONS WITH PAY - (Concluded)			
26	Vacation Increases With Service .....	92	98	94
27	Two weeks .....	92	98	94
28	After: Less than 1 year .....	7	29	13
29	1 year .....	78	65	73
30	2 years .....	4	3	4
31	3 years .....	2	1	3
32	4 years .....	-	-	-
33	5 years .....	1	-	1
34	More than 5 years .....	-	-	-
35	No information on required service .....	-	-	-
36	Three weeks .....	85	94	84
37	After: Less than 10 years .....	3	1	7
38	10 years .....	18	57	32
39	11 to 14 years .....	11	6	1
40	15 years .....	51	30	42
41	16 to 19 years .....	-	-	-
42	20 years .....	1	-	1
43	More than 20 years .....	1	-	1
44	No information on required service .....	-	-	-
45	Four weeks .....	40	27	49
46	After: Less than 25 years .....	5	2	3
47	25 years .....	35	25	45
48	More than 25 years .....	-	-	1
49	No information on required service .....	-	-	-
50	Vacation Does Not Increase With Service .....	8	2	6
51	One week .....	1	-	2
52	After: 1 year or less .....	1	-	2
53	2 years .....	-	-	-
54	More than 2 years .....	-	-	-
55	No information on required service .....	-	-	-
56	Two weeks .....	7	2	4
57	After: 1 year or less .....	7	2	4
58	2 years .....	-	-	-
59	More than 2 years .....	-	-	-
60	No information on required service .....	-	-	-
61	Three weeks or more .....	-	-	-
62	No information on length of fixed vacation .....	-	-	-

Table 6 - MANUFACTURING - Canada - By Industry Group - Office Employees

- Continued -

<i>Electrical Apparatus and Supplies</i>	<i>Non-Metallic Mineral Products</i>	<i>Products of Petroleum and Coal</i>	<i>Chemical Products</i>	<i>Miscellaneous Manufacturing</i>	
%	%	%	%	%	No.
97	92	98	99	89	26
97	92	98	98	89	27
25	2	-	17	10	28
71	81	98	76	61	29
1	4	-	4	14	30
-	3	-	-	3	31
-	-	-	-	-	32
-	2	-	-	1	33
-	-	-	-	-	34
-	-	-	1	-	35
94	83	98	94	69	36
1	5	4	3	1	37
16	34	91	62	23	38
6	5	-	10	3	39
71	38	3	18	37	40
-	-	-	-	-	41
-	1	-	-	2	42
-	-	-	1	3	43
-	-	-	-	-	44
67	38	94	57	37	45
1	15	90	16	6	46
45	23	4	41	25	47
21	-	-	-	6	48
-	-	-	-	-	49
3	7	2	1	11	50
-	1	-	-	2	51
-	1	-	-	2	52
-	-	-	-	-	53
-	-	-	-	-	54
-	-	-	-	-	55
3	6	2	1	9	56
3	6	2	1	9	57
-	-	-	-	-	58
-	-	-	-	-	59
-	-	-	-	-	60
-	-	-	-	-	61
-	-	-	-	-	62

Table 6 - MANUFACTURING - Canada - By Industry Group - Office Employees

- Continued -

		Iron and Steel Products		Transportation Equipment		Non-ferrous Metal Products	
No.		M	F	M	F	M	F
	RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES	%		%		%	
63	Have such retirement policy .....	78	75	85	85	79	78
64	Do not have such retirement policy .....	16	16	12	12	14	15
65	No established policy .....	5	6	2	2	6	4
66	No information .....	1	3	1	1	1	3
	Normal Retirement Age						
67	Under 60 years .....	-	9	-	-	-	7
68	60 years .....	-	30	-	27	-	43
69	61 to 64 years .....	-	-	1	-	-	-
70	65 years .....	70	33	82	58	77	26
71	Over 65 years .....	7	3	2	-	2	1
72	No information .....	1	-	-	-	-	1
73	Provision for retirement at earlier than normal age .....	72	69	83	83	73	69
74	Provision for retirement at later than normal age .....	51	49	51	50	33	34
75	No information .....	1	1	-	1	2	3
	INDUSTRIAL MEDICAL SERVICES						
76	Provide medical or first aid services .....	90		94		93	
77	Do not provide medical or first aid service .....	8		3		6	
78	No information .....	2		3		1	
	Medical and First Aid Personnel						
79	Physician(s) in attendance full-time .....	7		28		3	
80	Physician(s) in attendance part-time .....	30		41		48	
81	Physician(s) on call .....	24		30		32	
82	Registered Nurse(s) in attendance full-time .....	41		76		45	
83	Registered Nurse(s) in attendance part-time .....	6		1		-	
84	First Aid Personnel .....	69		68		73	
85	No information .....	8		2		4	
	Medical Services Provided						
86	Pre-placement medical examinations .....	48		73		64	
87	Periodic medical examinations .....	27		41		57	
88	Home visits by plant physician .....	2		6		13	

Table 6 - MANUFACTURING - Canada - By Industry Group - Office Employees

- Continued -

Electrical Apparatus and Supplies		Non-Metallic Mineral Products		Products of Petroleum and Coal		Chemical Products		Miscellaneous Manufacturing		No.
M	F	M	F	M	F	M	F	M	F	
	%		%		%		%		%	
89	88	71	68	99	99	91	91	68	66	63
7	7	23	22	-	-	6	5	24	23	64
4	4	5	7	1	1	3	4	7	8	65
-	1	1	3	-	-	-	-	1	3	66
-	1	-	4	-	1	-	1	-	-	67
1	14	-	16	-	55	-	27	-	17	68
-	-	2	-	-	-	-	-	-	-	69
55	51	64	44	99	43	90	62	61	44	70
33	22	5	4	-	-	1	1	6	4	71
-	-	-	-	-	-	-	-	1	1	72
85	84	62	63	86	98	88	87	62	61	73
46	46	36	36	30	31	51	57	52	52	74
-	-	1	1	-	-	1	1	-	-	75
97		86		95		91		86		76
3		12		5		8		13		77
-		2		-		1		1		78
17		1		25		16		8		79
50		39		63		40		18		80
17		24		48		28		26		81
75		41		67		47		34		82
2		1		19		5		-		83
78		72		71		54		72		84
2		5		2		10		7		85
66		50		91		74		42		86
43		27		52		52		15		87
4		2		3		2		2		88



Table 6 - MANUFACTURING - Canada - By Industry Group - Office Employees

- Continued -

		Iron and Steel Products	Transportation Equipment	Non-ferrous Metal Products
No.		%	%	%
<i>Medical Services Provided - (Concluded)</i>				
89	Home visits by plant nurse .....	19	23	15
90	Emergency first aid care.....	89	84	89
91	No information .....	—	—	2
<i>HEALTH BENEFIT PLANS</i>				
92	Have Health Benefit plans .....	97	98	96
93	Do not have Health Benefit plans .....	2	1	3
94	No information .....	1	1	1
<i>Types of Plans</i>				
95	"Major Medical" plans only .....	18	15	21
96	Specified Basic Benefits only .....	41	36	42
97	Combination of Major Medical and Specified Benefits .....	38	47	33
98	No information on types of plans.....	—	—	—
<i>Types of Benefits</i>				
99	Surgical and obstetrical benefits.....	96	97	80
100	Physicians care in hospital .....	90	95	80
101	Physicians home and office calls .....	79	90	69
102	Special duty nursing care in hospital .....	41	47	29
103	Diagnostic X-ray and laboratory services, etc. ....	81	90	68
104	Prescribed drugs .....	41	50	39
<i>Coverage</i>				
105	Employees and dependents covered .....	95	94	92
106	Employees only covered .....	—	3	1
107	No information on coverage .....	2	1	3
<i>Financing of Plans</i>				
108	By employer and employees jointly.....	71	61	71
109	By employer only.....	21	34	8
110	By employees only.....	3	2	14
111	No information on financing .....	2	1	3
<i>COLLECTIVE AGREEMENTS</i>				
112	Percentage of employees covered .....	6	10	6

Table 6 - MANUFACTURING - Canada - By Industry Group - Office Employees

- Concluded -

<i>Electrical Apparatus and Supplies</i>	<i>Non-Metallic Mineral Products</i>	<i>Products of Petroleum and Coal</i>	<i>Chemical Products</i>	<i>Miscellaneous Manufacturing</i>	
%	%	%	%	%	No.
32	18	36	16	16	89
96	84	94	85	86	90
1	1	-	1	-	91
98	96	99	97	92	92
1	3	-	2	7	93
1	1	1	1	1	94
30	43	29	19	21	95
18	28	14	23	29	96
50	25	56	55	42	97
-	-	-	-	-	98
94	95	99	94	91	99
93	91	99	94	84	100
83	84	97	84	61	101
73	57	80	63	46	102
92	85	98	89	79	103
75	54	78	65	45	104
97	90	98	96	89	105
-	3	1	-	1	106
1	3	-	1	2	107
54	66	96	89	62	108
40	21	1	5	20	109
3	7	1	2	7	110
1	2	1	1	3	111
19	3	1	1	-	112

**Table 7 - MINING - Canada - Non-Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		<i>Metal Mining</i>	<i>Gold Mining (auriferous quartz only)</i>	<i>Uranium Mining</i>	<i>Other Metal Mining</i>
No.		No.	No.	No.	No
<b>SURVEY COVERAGE</b>					
1	Total Number of Reporting Units.....	151	48	8	95
2	Total Number of Employees.....	49,018	13,258	3,715	32,045
<b>STANDARD WORK WEEK</b>					
		%	%	%	%
<i>Hours per Week</i>					
3a	Under 40 hours .....	—	—	—	—
3b	40 hours .....	51	3	64	69
3c	Over 40 hours .....	49	97	36	30
<i>Days per Week</i>					
4	5 days.....	53	10	64	69
5	More than 5 days .....	47	90	36	30
<i>Hours per Day</i>					
6	Under 7½ hours .....	—	—	—	—
7	7½ hours .....	—	—	—	—
8	8 hours .....	99	100	100	99
9	Over 8 hours .....	1	—	—	—
10	No Standard Work Week .....	—	—	—	1
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>					
11	Provide such paid holidays .....	97	98	100	96
12	Do not provide such holidays .....	2	2	—	3
13	No established policy .....	1	—	—	1
14	No information.....	—	—	—	—
<i>Number of Holidays per Year</i>					
15	1 to 5 days .....	10	16	—	9
16	6 days .....	35	79	70	13
17	7 days .....	12	3	12	15
18	8 days .....	39	—	18	58
19	9 days .....	1	—	—	1
20	More than 9 days .....	—	—	—	—
21	Number not stated .....	—	—	—	—
<b>VACATIONS WITH PAY</b>					
22	Provide vacations with pay .....	99	100	100	99
23	Do not provide vacations .....	1	—	—	1
24	No established policy .....	—	—	—	—
25	No information .....	—	—	—	—

Table 7 - MINING - Canada - Non-Office Employees

- Continued -

<i>Coal Mining</i>	<i>Natural Gas</i>	<i>Crude Oil</i>	<i>Non-Metal Mining</i>	<i>Quarrying, Clay and Sand Pits</i>	<i>Prospecting</i>	
No.	No.	No.	No.	No.	No.	No.
31	8	78	51	67	40	1
9,460	1,254	4,717	7,669	2,488	1,303	2
%	%	%	%	%	%	
-	-	-	-	-	-	3a
92	96	31	85	21	37	3b
8	4	61	15	77	46	3c
92	96	26	86	49	47	4
8	4	66	14	49	36	5
-	-	1	-	-	-	6
-	-	-	-	-	1	7
100	99	89	95	33	67	8
-	1	2	5	65	15	9
-	-	8	-	2	17	10
95	97	60	93	72	86	11
5	3	34	7	24	9	12
-	-	4	-	2	5	13
-	-	2	-	2	-	14
90	-	28	1	14	2	15
-	-	-	8	2	15	16
3	-	4	5	14	12	17
-	1	4	16	29	13	18
2	71	23	63	11	39	19
-	25	1	-	1	4	20
-	-	-	-	1	1	21
100	99	92	99	89	99	22
-	1	8	1	8	-	23
-	-	-	-	3	-	24
-	-	-	-	-	1	25



Table 7 - MINING - Canada - Non-Office Employees

- Continued -

		Metal Mining	Gold Mining (auriferous quartz only)	Uranium Mining	Other Metal Mining
		%	%	%	%
VACATIONS WITH PAY - (Concluded)					
26	Vacation Increases With Service .....	90	92	100	89
27	Two weeks .....	90	92	100	89
28	After: Less than 1 year .....	—	—	—	—
29	1 year .....	9	3	18	10
30	2 years .....	38	5	82	47
31	3 years .....	7	2	—	9
32	4 years .....	1	—	—	2
33	5 years .....	35	81	—	21
34	More than 5 years .....	—	1	—	—
35	No information on required service .....	—	—	—	—
36	Three weeks .....	59	43	18	70
37	After: Less than 10 years .....	10	4	18	11
38	10 years .....	6	1	—	9
39	11 to 14 years .....	2	—	—	3
40	15 years .....	29	1	—	44
41	16 to 19 years .....	2	—	—	3
42	20 years .....	—	1	—	—
43	More than 20 years .....	10	36	—	—
44	No information on required service .....	—	—	—	—
45	Four weeks .....	37	4	—	56
46	After: Less than 25 years .....	9	1	—	14
47	25 years .....	28	3	—	42
48	More than 25 years .....	—	—	—	—
49	No information on required service .....	—	—	—	—
50	Vacation Does Not Increase With Service .....	9	8	—	10
51	One week .....	4	5	—	4
52	After: 1 year or less .....	4	5	—	4
53	2 years .....	—	—	—	—
54	More than 2 years .....	—	—	—	—
55	No information on required service .....	—	—	—	—
56	Two weeks .....	3	3	—	3
57	After: 1 year or less .....	3	1	—	3
58	2 years .....	—	2	—	—
59	More than 2 years .....	—	—	—	—
60	No information on required service .....	—	—	—	—
61	Three weeks or more .....	2	—	—	3
62	No information on length of fixed vacation .....	—	—	—	—

**Table 7 - MINING - Canada - Non-Office Employees**

- Continued -

<i>Coal Mining</i>	<i>Natural Gas</i>	<i>Crude Oil</i>	<i>Non-Metal Mining</i>	<i>Quarrying, Clay and Sand Pits</i>	<i>Prospecting</i>	<i>No.</i>
%	%	%	%	%	%	
5	99	64	91	57	78	26
5	99	64	91	57	78	27
-	-	-	-	-	5	28
4	98	56	10	10	68	29
-	1	8	68	13	4	30
-	-	-	9	15	-	31
1	-	-	-	1	-	32
-	-	-	4	18	-	33
-	-	-	-	-	1	34
-	-	-	-	-	-	35
5	97	54	81	43	67	36
2	63	10	6	4	6	37
-	33	44	65	11	49	38
-	-	-	1	-	-	39
3	1	-	9	21	1	40
-	-	-	-	-	-	41
-	-	-	-	7	11	42
-	-	-	-	-	-	43
-	-	-	-	-	-	44
-	96	27	64	15	37	45
-	33	18	1	4	37	46
-	1	9	63	11	-	47
-	62	-	-	-	-	48
-	-	-	-	-	-	49
95	-	28	8	32	21	50
2	-	5	4	20	4	51
2	-	4	4	18	4	52
-	-	-	-	-	-	53
-	-	-	-	-	-	54
-	-	1	-	2	-	55
93	-	21	4	11	15	56
93	-	21	4	11	15	57
-	-	-	-	-	-	58
-	-	-	-	-	-	59
-	-	-	-	-	-	60
-	-	2	-	-	2	61
-	-	-	-	1	-	62

Table 7 - MINING - Canada - Non-Office Employees

- Continued -

No.		Metal Mining		Gold Mining (auriferous quartz only)		Uranium Mining		Other Metal Mining	
		M	F	M	F	M	F	M	F
		%		%		%		%	
	<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>								
63	Have such retirement policy .....	60	29	43	19	11	11	73	34
64	Do not have such retirement policy .....	30	28	46	47	76	64	18	17
65	No established policy .....	5	4	4	2	—	—	6	5
66	No information .....	5	39	7	32	13	25	3	44
	<b>Normal Retirement Age</b>								
67	Under 60 years .....	—	3	—	—	—	—	—	4
68	60 years .....	—	7	—	9	—	11	—	6
69	61 to 64 years .....	—	—	—	—	—	—	—	—
70	65 years .....	57	17	39	10	11	—	70	21
71	Over 65 years .....	2	2	—	—	—	—	3	3
72	No information .....	1	—	4	—	—	—	—	—
73	Provision for retirement at earlier than normal age .....	50	22	35	17	11	11	61	25
74	Provision for retirement at later than normal age .....	30	17	29	9	11	11	33	21
75	No information .....	2	4	3	3	—	—	2	5
	<b>INDUSTRIAL MEDICAL SERVICES</b>								
76	Provide medical or first aid services .....	94		98		100		92	
77	Do not provide medical or first aid service .....	2		2		—		2	
78	No information .....	4		—		—		6	
	<b>Medical and First Aid Personnel</b>								
79	Physician(s) in attendance full-time .....	16		8		19		20	
80	Physician(s) in attendance part-time .....	8		5		—		10	
81	Physician(s) on call .....	33		51		50		24	
82	Registered Nurse(s) in attendance full-time .....	13		4		7		17	
83	Registered Nurse(s) in attendance part-time .....	1		3		—		1	
84	First Aid Personnel .....	87		95		100		82	
85	No information .....	2		—		—		3	
	<b>Medical Services Provided</b>								
86	Pre-placement medical examinations .....	87		95		75		85	
87	Periodic medical examinations .....	60		58		37		63	
88	Home visits by plant physician .....	28		14		13		35	

Table 7 - MINING - Canada - Non-Office Employees

- Continued -

Coal Mining		Natural Gas		Crude Oil		Non-Metal Mining		Quarrying, Clay and Sand Pits		Prospecting		No.
M	F	M	F	M	F	M	F	M	F	M	F	
%		%		%		%		%		%		
87	14	97	71	69	40	80	30	48	28	71	24	63
11	13	3	3	21	25	18	10	42	36	24	23	64
-	-	-	-	9	8	1	1	6	5	5	18	65
2	73	-	26	1	27	1	59	4	31	-	35	66
-	-	-	7	7	7	-	-	-	-	-	-	67
-	-	-	-	-	26	-	2	-	11	7	4	68
6	-	-	37	-	-	-	-	-	-	-	-	69
80	13	97	2	59	5	35	23	40	10	64	18	70
-	-	-	-	-	-	45	4	8	3	-	-	71
1	1	-	25	3	2	-	1	-	4	-	2	72
7	2	97	46	45	24	69	29	41	18	56	22	73
77	13	62	37	26	10	19	4	22	9	28	8	74
1	1	-	26	11	11	5	1	-	4	-	-	75
91		99		85		96		58		62		76
8		1		12		4		37		32		77
1		-		3		-		5		6		78
57		-		-		22		-		-		79
-		26		6		26		11		10		80
-		-		4		17		11		19		81
-		26		-		22		3		10		82
-		-		-		1		-		-		83
91		91		73		85		35		36		84
-		8		12		10		15		24		85
78		69		47		86		20		36		86
-		37		26		87		12		18		87
-		-		11		5		1		-		88



Table 7 - MINING - Canada - Non-Office Employees

- Continued)

		Metal Mining	Gold Mining (auriferous quartz only)	Uranium Mining	Other Metal Mining
No.		%	%	%	%
<i>Medical Services Provided - (Concluded)</i>					
89	Home visits by plant nurse .....	1	2	7	-
90	Emergency first aid care .....	92	96	100	89
91	No information .....	-	-	-	1
<i>HEALTH BENEFIT PLANS</i>					
92	Have Health Benefit plans .....	97	97	100	97
93	Do not have Health Benefit plans .....	2	2	-	3
94	No information .....	1	1	-	-
<i>Types of Plans</i>					
95	"Major Medical" plans only .....	27	32	12	27
96	Specified Basic Benefits only .....	54	34	77	60
97	Combination of Major Medical and Specified Benefits .....	16	31	11	10
98	No information on types of plans .....	-	-	-	-
<i>Types of Benefits</i>					
99	Surgical and obstetrical benefits .....	95	94	100	95
100	Physicians care in hospital .....	89	82	100	90
101	Physicians home and office calls .....	84	78	93	86
102	Special duty nursing care in hospital .....	18	10	11	21
103	Diagnostic X-ray and laboratory services, etc. ....	77	81	95	74
104	Prescribed drugs .....	20	8	11	26
<i>Coverage</i>					
105	Employees and dependents covered .....	95	94	100	95
106	Employees only covered .....	2	3	-	2
107	No information on coverage .....	-	-	-	-
<i>Financing of Plans</i>					
108	By employer and employees jointly .....	94	96	100	93
109	By employer only .....	2	1	-	3
110	By employees only .....	1	-	-	1
111	No information on financing .....	-	-	-	-
<i>COLLECTIVE AGREEMENTS</i>					
112	Percentage of employees covered .....	83	67	92	88

**Table 7 - MINING - Canada - Non-Office Employees**

- Concluded -

<i>Coal Mining</i>	<i>Natural Gas</i>	<i>Crude Oil</i>	<i>Non-Metal Mining</i>	<i>Quarrying, Clay and Sand Pits</i>	<i>Prospecting</i>	<i>No.</i>
%	%	%	%	%	%	
-	-	-	-	-	-	89
91	99	84	90	53	55	90
-	-	-	-	2	2	91
24	100	93	94	77	98	92
73	-	6	5	22	2	93
3	-	1	1	1	-	94
9	28	22	3	23	47	95
12	1	32	59	43	19	96
3	71	39	31	10	32	97
-	-	-	1	1	-	98
22	100	90	93	68	97	99
22	100	88	89	67	91	100
19	100	88	52	53	87	101
1	96	54	26	11	63	102
11	100	87	75	51	91	103
1	96	48	30	6	49	104
22	100	88	93	69	95	105
-	-	-	-	2	-	106
2	-	5	-	5	3	107
3	97	82	88	62	90	108
-	3	-	3	7	2	109
19	-	1	1	2	3	110
2	-	10	1	5	3	111
91	55	-	87	45	-	112

**Table 8 – TRANSPORTATION – Canada – Non-Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		<i>Air Transport</i>		<i>Railway Transport</i>	
		<i>Operating Employees</i>	<i>Others</i>	<i>Running Trades</i>	<i>Others</i>
No.		No.	No.	No.	No.
<b>SURVEY COVERAGE</b>					
1	Total Number of Reporting Units.....	98	77	14	26
2	Total Number of Employees.....	3,018	7,378	25,410	76,424
<b>STANDARD WORK WEEK</b>					
	<i>Hours per Week</i>	%	%	%	%
3a	Under 40 hours .....	1	—	—	—
3b	40 hours .....	9	96	—	98
3c	Over 40 hours .....	10	4	—	1
	<i>Days per Week</i>				
4	5 days.....	15	97	—	98
5	More than 5 days .....	5	3	—	1
	<i>Hours per Day</i>				
6	Under 7½ hours .....	—	—	—	—
7	7½ hours .....	1	—	—	—
8	8 hours .....	12	98	—	99
9	Over 8 hours .....	7	2	—	—
10	No Standard Work Week .....	80	—	100	1
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>					
11	Provide such paid holidays .....	30	100	—	99
12	Do not provide such holidays .....	67	—	100	1
13	No established policy .....	1	—	—	—
14	No information .....	2	—	—	—
	<i>Number of Holidays per Year</i>				
15	1 to 5 days .....	2	1	—	—
16	6 days .....	1	1	—	—
17	7 days .....	3	1	—	98
18	8 days .....	15	95	—	1
19	9 days .....	1	—	—	—
20	More than 9 days .....	5	1	—	—
21	Number not stated .....	3	1	—	—
<b>VACATIONS WITH PAY</b>					
22	Provide vacations with pay .....	100	100	100	100
23	Do not provide vacations .....	—	—	—	—
24	No established policy .....	—	—	—	—
25	No information .....	—	—	—	—

Table 8 - TRANSPORTATION - Canada - Non-Office Employees

- Continued -

Urban and Suburban Passenger Transport		Interurban Bus and Coach Transport		Trucking		Services Incidental to Water Transport	
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others	No.	No.
No.	No.	No.	No.	No.	No.		
40	35	49	41	497	363	71	1
10,629	5,058	2,230	559	15,775	5,578	12,492	2
%	%	%	%	%	%	%	
-	-	1	-	-	-	-	3a
66	70	27	58	11	12	35	3b
33	30	27	42	80	86	50	3c
93	99	30	58	55	49	35	4
6	1	25	42	36	49	50	5
3	-	6	-	-	-	-	6
-	-	-	5	-	1	-	7
64	71	41	79	26	34	77	8
32	29	8	16	65	63	8	9
1	-	45	-	9	2	15	10
98	99	58	81	92	93	58	11
1	1	42	17	6	5	40	12
-	-	-	-	1	1	2	13
1	-	-	2	1	1	-	14
-	-	17	15	4	4	9	15
27	28	17	25	3	4	4	16
1	-	4	9	8	6	8	17
37	46	9	25	61	55	12	18
20	15	10	6	12	16	5	19
13	10	-	-	3	7	20	20
-	-	1	1	1	1	-	21
100	100	100	100	98	95	79	22
-	-	-	-	1	3	12	23
-	-	-	-	1	1	-	24
-	-	-	-	-	1	9	25



Table 8 - TRANSPORTATION - Canada - Non-Office Employees

- Continued -

No.		Air Transport		Railway Transport	
		Operating Employees	Others	Running Trades	Others
		%	%	%	%
	VACATIONS WITH PAY - (Concluded)				
26	Vacation Increases With Service .....	88	97	100	100
27	Two weeks .....	85	97	100	100
28	After: Less than 1 year .....	-	-	2	-
29	1 year .....	81	94	97	2
30	2 years .....	3	3	1	96
31	3 years .....	-	-	-	2
32	4 years .....	-	-	-	-
33	5 years .....	1	-	-	-
34	More than 5 years .....	-	-	-	-
35	No information on required service .....	-	-	-	-
36	Three weeks .....	80	91	100	100
37	After: Less than 10 years .....	9	2	-	1
38	10 years .....	8	3	-	-
39	11 to 14 years .....	61	83	-	-
40	15 years .....	2	3	100	99
41	16 to 19 years .....	-	-	-	-
42	20 years .....	-	-	-	-
43	More than 20 years .....	-	-	-	-
44	No information on required service .....	-	-	-	-
45	Four weeks .....	5	1	99	100
46	After: Less than 25 years .....	2	1	1	1
47	25 years .....	3	-	98	99
48	More than 25 years .....	-	-	-	-
49	No information on required service .....	-	-	-	-
50	Vacation Does Not Increase With Service .....	12	3	-	-
51	One week .....	1	-	-	-
52	After: 1 year or less .....	1	-	-	-
53	2 years .....	-	-	-	-
54	More than 2 years .....	-	-	-	-
55	No information on required service .....	-	-	-	-
56	Two weeks .....	7	3	-	-
57	After: 1 year or less .....	7	3	-	-
58	2 years .....	-	-	-	-
59	More than 2 years .....	-	-	-	-
60	No information on required service .....	-	-	-	-
61	Three weeks or more .....	4	-	-	-
62	No information on length of fixed vacation .....	-	-	-	-

Table 8 - TRANSPORTATION - Canada - Non-Office Employees

- Continued -

Urban and Suburban Passenger Transport		Interurban Bus and Coach Transport		Trucking		Services Incidental to Water Transport	
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others		
%	%	%	%	%	%	%	No.
99	99	97	97	84	77	60	26
97	98	97	97	83	77	60	27
6	5	—	—	—	—	—	28
78	86	63	48	14	20	16	29
5	3	17	27	23	21	42	30
7	4	5	7	41	32	—	31
—	—	—	—	1	1	—	32
1	—	12	15	3	2	2	33
—	—	—	—	1	1	—	34
—	—	—	—	—	—	—	35
97	99	90	87	64	66	60	36
28	19	15	29	7	7	—	37
31	43	28	42	14	15	36	38
34	34	—	—	8	10	—	39
3	2	10	11	34	32	15	40
1	1	—	—	—	—	—	41
—	—	37	5	—	1	9	42
—	—	—	—	1	1	—	43
—	—	—	—	—	—	—	44
91	96	35	41	6	3	6	45
36	43	8	11	6	2	1	46
55	53	26	29	—	1	2	47
—	—	1	1	—	—	3	48
—	—	—	—	—	—	—	49
1	1	3	3	14	18	19	50
1	1	1	—	5	4	1	51
1	1	1	—	5	4	—	52
—	—	—	—	—	—	—	53
—	—	—	—	—	—	—	54
—	—	—	—	—	—	1	55
—	—	2	3	8	14	7	56
—	—	2	3	8	14	7	57
—	—	—	—	—	—	—	58
—	—	—	—	—	—	—	59
—	—	—	—	—	—	—	60
—	—	—	—	—	—	9	61
—	—	—	—	1	—	2	62

Table 8 - TRANSPORTATION - Canada - Non-Office Employees

- Continued -

No.		Air Transport				Railway Transport			
		Operating Employees		Others		Running Trades		Others	
		M	F	M	F	M	F	M	F
		%		%		%		%	
	<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>								
63	Have such retirement policy .....	85	79	92	90	100	59	100	80
64	Do not have such retirement policy .....	12	12	6	7	—	—	—	—
65	No established policy .....	3	1	2	1	—	—	—	—
66	No information .....	—	8	—	2	—	41	—	20
	<b>Normal Retirement Age</b>								
67	Under 60 years .....	1	—	—	—	—	—	—	—
68	60 years .....	65	5	—	19	—	1	—	—
69	61 to 64 years .....	—	—	—	—	—	—	—	—
70	65 years .....	19	13	92	71	100	58	100	80
71	Over 65 years .....	—	—	—	—	—	—	—	—
72	No information .....	—	61	—	—	—	—	—	—
73	Provision for retirement at earlier than normal age .....	80	16	91	88	99	58	100	80
74	Provision for retirement at later than normal age .....	13	12	10	9	59	59	54	54
75	No information .....	2	61	—	—	—	—	—	—
	<b>INDUSTRIAL MEDICAL SERVICES</b>								
76	Provide medical or first aid services .....	80		88		99		98	
77	Do not provide medical or first aid service .....	17		9		1		2	
78	No information .....	3		3		—		—	
	<b>Medical and First Aid Personnel</b>								
79	Physician(s) in attendance full-time .....	60		77		57		60	
80	Physician(s) in attendance part-time .....	48		65		57		53	
81	Physician(s) on call .....	10		4		98		97	
82	Registered Nurse(s) in attendance full-time .....	59		77		58		61	
83	Registered Nurse(s) in attendance part-time .....	—		—		—		—	
84	First Aid Personnel .....	25		20		98		97	
85	No information .....	3		1		—		1	
	<b>Medical Services Provided</b>								
86	Pre-placement medical examinations .....	65		80		59		55	
87	Periodic medical examinations .....	72		65		59		6	
88	Home visits by plant physician .....	—		—		—		1	

Table 8 - TRANSPORTATION - Canada - Non-Office Employees

- Continued -

Urban and Suburban Passenger Transport				Interurban Bus and Coach Transport				Trucking				Services Indidental to Water Transport		
Operating Employees		Others		Operating Employees		Others		Operating Employees		Others				
M	F	M	F	M	F	M	F	M	F	M	F	M	F	No.
%		%		%		%		%		%		%		
95	76	99	80	42	23	55	47	14	3	13	5	70	14	63
3	5	1	2	49	11	32	14	64	52	53	41	22	12	64
1	1	-	1	6	6	9	9	13	12	23	23	3	2	65
1	18	-	17	3	60	4	30	9	33	11	31	5	72	66
-	-	-	-	-	-	-	-	-	-	-	-	-	-	67
-	1	-	1	9	7	-	20	-	1	-	-	-	4	68
-	-	-	-	-	-	-	-	-	-	-	-	-	-	69
68	75	59	79	33	16	55	27	9	2	11	5	66	10	70
26	-	39	-	-	-	-	-	2	-	1	-	4	-	71
1	-	1	-	-	-	-	-	3	-	1	-	-	-	72
94	76	98	80	37	19	49	41	7	1	8	2	67	14	73
43	38	39	36	8	5	19	16	6	1	6	1	14	9	74
-	-	-	-	-	1	-	1	3	1	1	-	2	-	75
90		96		64		30		45		39		72		76
10		4		28		67		50		57		15		77
-		-		8		3		5		4		13		78
-		-		-		-		-		-		-		79
53		68		28		-		4		4		6		80
6		6		4		3		7		7		23		81
54		70		-		-		4		5		7		82
-		-		-		-		1		1		-		83
50		57		44		10		34		32		50		84
4		3		17		18		9		4		18		85
89		93		50		15		9		6		20		86
67		73		45		7		12		2		-		87
1		1		-		-		-		-		-		88



Table 8 - TRANSPORTATION - Canada - Non-Office Employees

- Continued -

		Air Transport		Railway Transport	
		Operating Employees	Others	Running Trades	Others
No.		%	%	%	%
	<i>Medical Services Provided - (Concluded)</i>				
89	Home visits by plant nurse .....	—	—	—	—
90	Emergency first aid care.....	75	87	99	98
91	No information .....	1	—	—	—
	<i>HEALTH BENEFIT PLANS</i>				
92	Have Health Benefit plans .....	94	97	99	100
93	Do not have Health Benefit plans .....	4	1	1	—
94	No information .....	2	2	—	—
	<i>Types of Plans</i>				
95	"Major Medical" plans only .....	58	71	—	—
96	Specified Basic Benefits only .....	23	19	98	97
97	Combination of Major Medical and Specified Benefits .....	13	7	1	3
98	No information on types of plans.....	—	—	—	—
	<i>Types of Benefits</i>				
99	Surgical and obstetrical benefits.....	94	95	99	100
100	Physicians care in hospital .....	94	95	99	100
101	Physicians home and office calls .....	93	94	99	99
102	Special duty nursing care in hospital .....	60	71	58	55
103	Diagnostic X-ray and laboratory services, etc. ....	93	94	60	62
104	Prescribed drugs .....	61	71	1	8
	<i>Coverage</i>				
105	Employees and dependents covered .....	94	95	99	100
106	Employees only covered .....	—	—	—	—
107	No information on coverage .....	—	2	—	—
	<i>Financing of Plans</i>				
108	By employer and employees jointly.....	74	81	98	100
109	By employer only .....	1	—	—	—
110	By employees only.....	19	14	1	—
111	No information on financing .....	—	2	—	—
	<i>COLLECTIVE AGREEMENTS</i>				
112	Percentage of employees covered .....	67	86	100	96

Table 8 - TRANSPORTATION - Canada - Non-Office Employees

- Concluded -

Urban and Suburban Passenger Transport		Interurban Bus and Coach Transport		Trucking		Services Incidental to Water Transport	
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others		No.
%	%	%	%	%	%	%	
-	-	-	-	-	-	-	89
51	63	44	14	38	37	68	90
-	-	1	-	3	2	4	91
99	99	97	96	87	90	69	92
1	-	2	2	11	8	26	93
-	1	1	2	2	2	5	94
3	2	31	49	27	25	19	95
82	88	51	13	29	29	20	96
14	9	12	26	31	36	27	97
-	-	3	8	-	-	3	98
72	70	91	83	78	84	65	99
71	70	87	79	75	83	63	100
72	70	49	66	64	76	54	101
4	3	19	30	33	39	13	102
69	68	47	71	70	77	50	103
4	4	13	14	31	36	3	104
71	70	86	75	77	84	63	105
1	-	5	10	3	-	2	106
27	29	3	3	7	6	1	107
94	95	87	78	66	73	52	108
1	1	-	-	13	9	-	109
4	3	4	7	3	4	13	110
-	-	3	3	5	4	1	111
95	100	86	61	64	59	93	112

**Table 9 - TRANSPORTATION - Canada - Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		<i>Air Transport</i>	<i>Railway Transport</i>
No.		No.	No.
<b>SURVEY COVERAGE</b>			
1	Total Number of Reporting Units .....	96	23
2	Total Number of Employees .....	7,159	28,917
<b>STANDARD WORK WEEK</b>		%	%
<i>Hours per Week</i>			
3a	Under 35 hours.....	—	—
3b	35 hours.....	5	—
3c	Over 35 and under 37½ hours .....	1	—
3d	37½ hours .....	72	2
3e	Over 37½ hours .....	22	98
<i>Days per Week</i>			
4	5 days .....	99	100
5	More than 5 days .....	1	—
<i>Hours per Day</i>			
6	Under 7½ hours .....	7	—
7	7½ hours .....	72	2
8	8 hours .....	21	98
9	Over 8 hours .....	—	—
10	No Standard Work Week .....	—	—
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>			
11	Provide such paid holidays.....	100	100
12	Do not provide such holidays .....	—	—
13	No established policy.....	—	—
14	No information .....	—	—
<i>Number of Holidays per Year</i>			
15	1 to 5 days .....	—	—
16	6 days .....	—	—
17	7 days .....	2	98
18	8 days .....	94	2
19	9 days .....	3	—
20	More than 9 days .....	1	—
21	Number not stated .....	—	—
<b>VACATIONS WITH PAY</b>			
22	Provide vacations with pay.....	100	100
23	Do not provide vacations .....	—	—
24	No established policy.....	—	—
25	No information .....	—	—

Table 9 - TRANSPORTATION - Canada - Office Employees

- Continued -

<i>Urban and Suburban Passenger Transport</i>	<i>Interurban Bus and Coach Transport</i>	<i>Trucking</i>	<i>Services Incidental to Water Transport</i>	
No.	No.	No.	No.	No.
40	45	473	76	1
3,572	706	5,627	2,050	2
%	%	%	%	
1	2	1	7	3a
38	5	15	12	3b
2	8	5	2	3c
55	41	26	42	3d
4	44	51	37	3e
98	88	75	56	4
2	12	23	44	5
42	22	22	43	6
55	44	29	41	7
3	34	42	16	8
-	-	5	-	9
-	-	2	-	10
100	98	99	98	11
-	1	1	2	12
-	-	-	-	13
-	1	-	-	14
1	-	3	5	15
-	8	5	7	16
-	5	9	23	17
22	51	59	7	18
6	26	16	9	19
71	8	6	46	20
-	-	1	1	21
100	100	99	100	22
-	-	-	-	23
-	-	1	-	24
-	-	-	-	25



Table 9 - TRANSPORTATION - Canada - Office Employees

- Continued -

No.		Air Transport	Railway Transport
		%	%
	VACATIONS WITH PAY - (Concluded)		
26	Vacation Increases With Service .....	96	100
27	Two weeks .....	96	100
28	After: Less than 1 year .....	-	-
29	1 year .....	96	85
30	2 years .....	-	6
31	3 years .....	-	9
32	4 years .....	-	-
33	5 years .....	-	-
34	More than 5 years .....	-	-
35	No information on required service .....	-	-
36	Three weeks .....	93	100
37	After: Less than 10 years .....	6	2
38	10 years .....	4	-
39	11 to 14 years .....	82	-
40	15 years .....	1	98
41	16 to 19 years .....	-	-
42	20 years .....	-	-
43	More than 20 years .....	-	-
44	No information on required service .....	-	-
45	Four weeks .....	2	99
46	After: Less than 25 years .....	2	1
47	25 years .....	-	98
48	More than 25 years .....	-	-
49	No information on required service .....	-	-
50	Vacation Does Not Increase With Service .....	4	-
51	One week .....	-	-
52	After: 1 year or less .....	-	-
53	2 years .....	-	-
54	More than 2 years .....	-	-
55	No information on required service .....	-	-
56	Two weeks .....	4	-
57	After: 1 year or less .....	4	-
58	2 years .....	-	-
59	More than 2 years .....	-	-
60	No information on required service .....	-	-
61	Three weeks or more .....	-	-
62	No information on length of fixed vacation .....	-	-

Table 9 - TRANSPORTATION - Canada - Office Employees

- Continued -

<i>Urban and Suburban Passenger Transport</i>	<i>Interurban Bus and Coach Transport</i>	<i>Trucking</i>	<i>Services Incidental to Water Transport</i>	<i>No.</i>
<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	
99	99	80	53	26
99	99	80	52	27
3	—	—	—	28
93	69	49	45	29
3	19	21	6	30
—	1	7	1	31
—	—	—	—	32
—	10	2	—	33
—	—	1	—	34
—	—	—	—	35
99	80	58	48	36
55	20	8	34	37
21	29	28	12	38
21	1	5	—	39
1	4	16	2	40
1	—	—	—	41
—	26	—	—	42
—	—	1	—	43
—	—	—	—	44
94	32	4	14	45
20	10	4	2	46
74	22	—	12	47
—	—	—	—	48
—	—	—	—	49
1	1	19	47	50
1	—	2	—	51
1	—	2	—	52
—	—	—	—	53
—	—	—	—	54
—	—	—	—	55
—	1	17	7	56
—	1	17	7	57
—	—	—	—	58
—	—	—	—	59
—	—	—	—	60
—	—	—	39	61
—	—	—	1	62

Table 9 - TRANSPORTATION - Canada - Office Employees

- Continued -

		Air Transport		Railway Transport	
No.		M	F	M	F
	RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES	%		%	
63	Have such retirement policy .....	94	94	100	100
64	Do not have such retirement policy .....	4	3	-	-
65	No established policy .....	2	1	-	-
66	No information .....	-	2	-	-
	Normal Retirement Age				
67	Under 60 years .....	-	-	-	-
68	60 years .....	-	14	-	1
69	61 to 64 years .....	-	1	-	-
70	65 years .....	94	79	100	99
71	Over 65 years .....	-	-	-	-
72	No information .....	-	-	-	-
73	Provision for retirement at earlier than normal age .....	90	89	100	99
74	Provision for retirement at later than normal age .....	6	6	50	50
75	No information .....	-	-	-	-
	INDUSTRIAL MEDICAL SERVICES				
76	Provide medical or first aid services .....	90		91	
77	Do not provide medical or first aid service	9		9	
78	No information .....	1		-	
	Medical and First Aid Personnel				
79	Physician(s) in attendance full-time .....	78		88	
80	Physician(s) in attendance part-time .....	71		46	
81	Physician(s) on call .....	8		90	
82	Registered Nurse(s) in attendance full-time	78		89	
83	Registered Nurse(s) in attendance part-time	-		-	
84	First Aid Personnel .....	14		91	
85	No information .....	2		-	
	Medical Services Provided				
86	Pre-placement medical examinations .....	85		49	
87	Periodic medical examinations .....	72		-	
88	Home visits by plant physician .....	-		1	

Table 9 - TRANSPORTATION - Canada - Office Employees

- Continued -

Urban and Suburban Passenger Transport		Interurban Bus and Coach Transport		Trucking		Services Incidental to Water Transport		No.
M	F	M	F	M	F	M	F	
%		%		%		%		
99	97	68	66	35	32	88	76	63
1	2	24	17	40	43	3	4	64
-	1	8	8	21	19	8	13	65
-	-	-	9	4	6	1	7	66
-	-	-	-	-	2	-	1	67
-	3	-	17	2	6	1	16	68
-	-	-	-	-	-	-	-	69
81	94	68	49	32	22	84	56	70
18	-	-	-	-	-	2	2	71
-	-	-	-	1	2	1	1	72
98	97	58	56	15	15	70	71	73
29	25	21	14	16	15	41	35	74
-	-	-	1	2	-	6	4	75
95		46		41		33		76
5		53		54		23		77
-		1		5		44		78
48		-		-		-		79
35		24		6		4		80
2		3		8		20		81
84		-		7		11		82
-		-		1		-		83
71		35		34		28		84
3		9		5		3		85
94		35		12		10		86
86		3		-		-		87
-		-		-		-		88

Table 9 - TRANSPORTATION - Canada - Office Employees

- Continued -

		Air Transport	Railway Transport
No.		%	%
<i>Medical Services Provided - (Concluded)</i>			
89	Home visits by plant nurse .....	-	-
90	Emergency first aid care .....	86	91
91	No information .....	-	-
<i>HEALTH BENEFIT PLANS</i>			
92	Have Health Benefit plans .....	99	100
93	Do not have Health Benefit plans .....	1	-
94	No information .....	-	-
<i>Types of Plans</i>			
95	"Major Medical" plans only .....	78	1
96	Specified Basic Benefits only .....	14	80
	Combination of Major Medical and		
97	Specified Benefits .....	7	19
98	No information on types of plans .....	-	-
<i>Types of Benefits</i>			
99	Surgical and obstetrical benefits.....	98	100
100	Physicians care in hospital .....	98	100
101	Physicians home and office calls .....	97	99
102	Special duty nursing care in hospital .....	81	49
103	Diagnostic X-ray and laboratory		
	services, etc. ....	97	51
104	Prescribed drugs .....	81	19
<i>Coverage</i>			
105	Employees and dependents covered .....	98	100
106	Employees only covered .....	-	-
107	No information on coverage .....	1	-
<i>Financing of Plans</i>			
108	By employer and employees jointly .....	86	99
109	By employer only .....	-	1
110	By employees only .....	12	-
111	No information on financing.....	1	-
<i>COLLECTIVE AGREEMENTS</i>			
112	Percentage of employees covered .....	32	57



Table 9 - TRANSPORTATION - Canada - Office Employees

- Concluded -

Urban and Suburban Passenger Transport	Interurban Bus and Coach Transport	Trucking	Services Incidental to Water Transport	No.
%	%	%	%	
-	-	-	-	89
71	37	37	31	90
-	-	4	-	91
100	99	91	94	92
-	1	7	3	93
-	-	2	3	94
1	33	28	26	95
93	13	23	11	96
6	45	40	56	97
-	8	-	1	98
82	85	82	92	99
32	83	81	91	100
82	74	71	86	101
2	44	39	65	102
81	80	71	87	103
5	33	38	48	104
82	81	84	90	105
-	5	1	1	106
18	5	6	2	107
46	80	67	63	108
49	-	15	3	109
5	7	4	19	110
-	4	5	8	111
39	17	2	15	112

**Table 10 - STORAGE - Canada - Non-Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		Grain Elevators	Storage and Warehousing
No.		No.	No.
<b>SURVEY COVERAGE</b>			
1	Total Number of Reporting Units.....	58	53
2	Total Number of Employees .....	3, 599	1, 448
<b>STANDARD WORK WEEK</b>			
		%	%
<i>Hours per Week</i>			
3a	Under 40 hours .....	1	—
3b	40 hours .....	67	65
3c	Over 40 hours .....	23	35
<i>Days per Week</i>			
4	5 days.....	68	77
5	More than 5 days .....	23	23
<i>Hours per Day</i>			
6	Under 7½ hours .....	1	—
7	7½ hours .....	—	—
8	8 hours .....	86	86
9	Over 8 hours .....	4	14
10	No Standard Work Week .....	9	—
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>			
11	Provide such paid holidays .....	100	95
12	Do not provide such holidays .....	—	5
13	No established policy .....	—	—
14	No information .....	—	—
<i>Number of Holidays per Year</i>			
15	1 to 5 days .....	—	4
16	6 days .....	—	2
17	7 days .....	3	11
18	8 days .....	58	33
19	9 days .....	25	32
20	More than 9 days .....	14	12
21	Number not stated .....	—	1
<b>VACATIONS WITH PAY</b>			
22	Provide vacations with pay .....	100	100
23	Do not provide vacations .....	—	—
24	No established policy .....	—	—
25	No information .....	—	—

Table 10 - STORAGE - Canada - Non-Office Employees

- Continued -

No.		Grain Elevators	Storage and Warehousing
		%	%
	VACATIONS WITH PAY - (Concluded)		
26	Vacation Increases With Service .....	81	91
27	Two weeks .....	76	91
28	After: Less than 1 year .....	11	1
29	1 year .....	43	43
30	2 years .....	21	27
31	3 years .....	-	13
32	4 years .....	-	1
33	5 years .....	1	6
34	More than 5 years .....	-	-
35	No information on required service .....	-	-
36	Three weeks .....	69	72
37	After: Less than 10 years .....	16	11
38	10 years .....	-	13
39	11 to 14 years .....	3	13
40	15 years .....	35	29
41	16 to 19 years .....	-	-
42	20 years .....	15	6
43	More than 20 years .....	-	-
44	No information on required service .....	-	-
45	Four weeks .....	4	22
46	After: Less than 25 years .....	4	1
47	25 years .....	-	21
48	More than 25 years .....	-	-
49	No information on required service .....	-	-
50	Vacation Does Not Increase With Service .....	19	9
51	One week .....	1	2
52	After: 1 year or less .....	1	2
53	2 years .....	-	-
54	More than 2 years .....	-	-
55	No information on required service .....	-	-
56	Two weeks .....	18	7
57	After: 1 year or less .....	18	7
58	2 years .....	-	-
59	More than 2 years .....	-	-
60	No information on required service .....	-	-
61	Three weeks or more .....	-	-
62	No information on length of fixed vacation .....	-	-

Table 10 - STORAGE - Canada - Non-Office Employees

- Continued -

		Grain Elevators		Storage and Warehousing	
No.		M	F	M	F
		%	%	%	%
<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>					
63	Have such retirement policy .....	97	21	52	30
64	Do not have such retirement policy .....	2	1	46	40
65	No established policy .....	1	4	2	5
66	No information .....	-	74	-	25
<b>Normal Retirement Age</b>					
67	Under 60 years .....	-	-	-	-
68	60 years .....	-	4	-	18
69	61 to 64 years .....	-	-	-	-
70	65 years .....	96	17	48	12
71	Over 65 years .....	1	-	4	-
72	No information .....	-	-	-	-
73	Provision for retirement at earlier than normal age .....	88	18	42	30
74	Provision for retirement at later than normal age .....	73	15	28	18
75	No information .....	1	-	4	-
<b>INDUSTRIAL MEDICAL SERVICES</b>					
76	Provide medical or first aid services .....	62		49	
77	Do not provide medical or first aid service .....	36		45	
78	No information .....	2		6	
<b>Medical and First Aid Personnel</b>					
79	Physician(s) in attendance full-time .....	-		-	
80	Physician(s) in attendance part-time .....	-		-	
81	Physician(s) on call .....	11		16	
82	Registered Nurse(s) in attendance full-time .....	10		5	
83	Registered Nurse(s) in attendance part-time .....	-		-	
84	First Aid Personnel .....	56		38	
85	No information .....	6		10	
<b>Medical Services Provided</b>					
86	Pre-placement medical examinations .....	1		10	
87	Periodic medical examinations .....	-		-	
88	Home visits by plant physician .....	-		-	

**Table 10 – STORAGE – Canada – Non-Office Employees**

– Concluded –

		<i>Grain Elevators</i>	<i>Storage and Warehousing</i>
No.		%	%
	<i>Medical Services Provided – (Concluded)</i>		
89	Home visits by plant nurse .....	—	5
90	Emergency first aid care .....	59	49
91	No information .....	3	—
	<b>HEALTH BENEFIT PLANS</b>		
92	Have Health Benefit plans .....	92	81
93	Do not have Health Benefit plans .....	8	16
94	No information .....	—	3
	<i>Types of Plans</i>		
95	“Major Medical” plans only .....	16	24
96	Specified Basic Benefits only .....	57	35
97	Combination of Major Medical and Specified Benefits .....	19	17
98	No information on types of plans .....	—	5
	<i>Types of Benefits</i>		
99	Surgical and obstetrical benefits .....	85	71
100	Physicians care in hospital .....	71	64
101	Physicians home and office calls .....	58	45
102	Special duty nursing care in hospital .....	10	8
103	Diagnostic X-ray and laboratory services, etc. ....	67	52
104	Prescribed drugs .....	9	16
	<i>Coverage</i>		
105	Employees and dependents covered .....	85	71
106	Employees only covered .....	—	—
107	No information on coverage .....	7	5
	<i>Financing of Plans</i>		
108	By employer and employees jointly .....	69	48
109	By employer only .....	—	4
110	By employees only .....	14	17
111	No information on financing .....	9	7
	<b>COLLECTIVE AGREEMENTS</b>		
112	Percentage of employees covered .....	52	58



**Table 11 – STORAGE – Canada – Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (–).

		Grain Elevators	Storage and Warehousing
No.		No.	No.
<b>SURVEY COVERAGE</b>			
1	Total Number of Reporting Units .....	57	54
2	Total Number of Employees .....	1,035	593
<b>STANDARD WORK WEEK</b>			
		%	%
<i>Hours per Week</i>			
3a	Under 35 hours.....	15	12
3b	35 hours.....	64	12
3c	Over 35 and under 37½ hours .....	3	9
3d	37½ hours .....	8	28
3e	Over 37½ hours .....	10	39
<i>Days per Week</i>			
4	5 days .....	93	85
5	More than 5 days .....	7	15
<i>Hours per Day</i>			
6	Under 7½ hours .....	83	36
7	7½ hours .....	9	34
8	8 hours .....	5	30
9	Over 8 hours .....	3	–
10	No Standard Work Week .....	–	–
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>			
11	Provide such paid holidays.....	100	100
12	Do not provide such holidays .....	–	–
13	No established policy.....	–	–
14	No information .....	–	–
<i>Number of Holidays per Year</i>			
15	1 to 5 days .....	–	–
16	6 days .....	–	4
17	7 days .....	2	15
18	8 days .....	26	35
19	9 days .....	30	25
20	More than 9 days .....	42	17
21	Number not stated .....	–	4
<b>VACATIONS WITH PAY</b>			
22	Provide vacations with pay.....	100	100
23	Do not provide vacations .....	–	–
24	No established policy.....	–	–
25	No information .....	–	–

Table 11 - STORAGE - Canada - Office Employees

- Continued -

No.		Grain Elevators	Storage and Warehousing
		%	%
	<b>VACATIONS WITH PAY - (Concluded)</b>		
26	<i>Vacation Increases With Service</i> .....	77	79
27	Two weeks .....	74	79
28	After: Less than 1 year .....	2	12
29	1 year .....	69	52
30	2 years .....	3	12
31	3 years .....	-	2
32	4 years .....	-	1
33	5 years .....	-	-
34	More than 5 years .....	-	-
35	No information on required service .....	-	-
36	Three weeks .....	71	65
37	After: Less than 10 years .....	26	10
38	10 years .....	1	26
39	11 to 14 years .....	4	6
40	15 years .....	40	22
41	16 to 19 years .....	-	-
42	20 years .....	-	1
43	More than 20 years .....	-	-
44	No information on required service .....	-	-
45	Four weeks .....	13	30
46	After: Less than 25 years .....	3	3
47	25 years .....	10	27
48	More than 25 years .....	-	-
49	No information on required service .....	-	-
50	<i>Vacation Does Not Increase With Service</i> .....	23	21
51	One week .....	-	-
52	After: 1 year or less .....	-	-
53	2 years .....	-	-
54	More than 2 years .....	-	-
55	No information on required service .....	-	-
56	Two weeks .....	4	16
57	After: 1 year or less .....	4	16
58	2 years .....	-	-
59	More than 2 years .....	-	-
60	No information on required service .....	-	-
61	Three weeks or more .....	19	5
62	No information on length of fixed vacation .....	-	-

Table 11 - STORAGE - Canada - Office Employees

- Continued -

		Grain Elevators		Storage and Warehousing	
No.		M	F	M	F
		%		%	
	RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES				
63	Have such retirement policy .....	99	91	64	45
64	Do not have such retirement policy .....	1	1	34	36
65	No established policy .....	—	5	2	10
66	No information .....	—	3	—	9
	Normal Retirement Age				
67	Under 60 years .....	—	—	—	—
68	60 years .....	—	51	—	26
69	61 to 64 years .....	—	—	—	—
70	65 years .....	98	40	57	19
71	Over 65 years .....	1	—	6	—
72	No information .....	—	—	1	—
73	Provision for retirement at earlier than normal age .....	88	84	50	44
74	Provision for retirement at later than normal age .....	78	63	40	32
75	No information .....	—	—	5	—
	INDUSTRIAL MEDICAL SERVICES				
76	Provide medical or first aid services .....	42		50	
77	Do not provide medical or first aid service .....	49		45	
78	No information .....	9		5	
	Medical and First Aid Personnel				
79	Physician(s) in attendance full-time .....	—		—	
80	Physician(s) in attendance part-time .....	—		1	
81	Physician(s) on call .....	3		12	
82	Registered Nurse(s) in attendance full-time .....	3		4	
83	Registered Nurse(s) in attendance part-time .....	—		—	
84	First Aid Personnel .....	37		33	
85	No information .....	4		16	
	Medical Services Provided				
86	Pre-placement medical examinations .....	2		7	
87	Periodic medical examinations .....	—		—	
88	Home visits by plant physician .....	—		—	

Table 11 - STORAGE - Canada - Office Employees

- Concluded -

		Grain Elevators	Storage and Warehousing
No.		%	%
<i>Medical Services Provided - (Concluded)</i>			
89	Home visits by plant nurse .....	-	3
90	Emergency first aid care.....	39	50
91	No information .....	3	-
<i>HEALTH BENEFIT PLANS</i>			
92	Have Health Benefit plans .....	96	91
93	Do not have Health Benefit plans .....	4	8
94	No information .....	-	1
<i>Types of Plans</i>			
95	"Major Medical" plans only .....	34	29
96	Specified Basic Benefits only .....	29	41
97	Combination of Major Medical and Specified Benefits .....	33	21
98	No information on types of plans.....	-	-
<i>Types of Benefits</i>			
99	Surgical and obstetrical benefits.....	70	85
100	Physicians care in hospital .....	68	81
101	Physicians home and office calls .....	48	57
102	Special duty nursing care in hospital .....	38	17
103	Diagnostic X-ray and laboratory services, etc. ....	77	71
104	Prescribed drugs .....	38	24
<i>Coverage</i>			
105	Employees and dependents covered .....	89	86
106	Employees only covered .....	-	-
107	No information on coverage .....	7	5
<i>Financing of Plans</i>			
108	By employer and employees jointly.....	74	62
109	By employer only .....	-	8
110	By employees only.....	16	15
111	No information on financing .....	6	6
<i>COLLECTIVE AGREEMENTS</i>			
112	Percentage of employees covered .....	7	3

**Table 12 – PUBLIC UTILITIES AND COMMUNICATIONS – Canada – Non-Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		<i>Electric Power, Gas and Water Utilities</i>	<i>Telephone Communications</i>	<i>Radio and Television</i>
No.		No.	No.	No.
<b>SURVEY COVERAGE</b>				
1	Total Number of Reporting Units.....	193	54	136
2	Total Number of Employees.....	26,368	32,165	6,323
<b>STANDARD WORK WEEK</b>				
		%	%	%
<i>Hours per Week</i>				
3a	Under 40 hours.....	—	—	13
3b	40 hours.....	87	97	73
3c	Over 40 hours.....	13	3	9
<i>Days per Week</i>				
4	5 days.....	98	100	76
5	More than 5 days.....	2	—	19
<i>Hours per Day</i>				
6	Under 7½ hours.....	—	—	15
7	7½ hours.....	—	—	3
8	8 hours.....	99	97	76
9	Over 8 hours.....	1	3	1
10	No Standard Work Week.....	—	—	5
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>				
11	Provide such paid holidays.....	100	100	97
12	Do not provide such holidays.....	—	—	1
13	No established policy.....	—	—	1
14	No information.....	—	—	1
<i>Number of Holidays per Year</i>				
15	1 to 5 days.....	—	—	1
16	6 days.....	—	—	2
17	7 days.....	2	2	9
18	8 days.....	12	61	13
19	9 days.....	48	24	5
20	More than 9 days.....	38	13	63
21	Number not stated.....	—	—	4
<b>VACATIONS WITH PAY</b>				
22	Provide vacations with pay.....	100	100	100
23	Do not provide vacations.....	—	—	—
24	No established policy.....	—	—	—
25	No information.....	—	—	—



Table 12 - PUBLIC UTILITIES AND COMMUNICATIONS - Canada - Non-Office Employees

- Continued -

		Electric Power, Gas and Water Utilities	Telephone Communications	Radio and Television
No.		%	%	%
	VACATIONS WITH PAY - (Concluded)			
26	Vacation Increases With Service .....	94	100	94
27	Two weeks .....	90	89	36
28	After: Less than 1 year .....	1	3	3
29	1 year .....	63	85	30
30	2 years .....	23	1	3
31	3 years .....	2	-	-
32	4 years .....	-	-	-
33	5 years .....	1	-	-
34	More than 5 years .....	-	-	-
35	No information on required service .....	-	-	-
36	Three weeks .....	93	99	83
37	After: Less than 10 years .....	16	31	76
38	10 years .....	43	-	3
39	11 to 14 years .....	19	-	-
40	15 years .....	14	68	4
41	16 to 19 years .....	-	-	-
42	20 years .....	-	-	-
43	More than 20 years .....	1	-	-
44	No information on required service .....	-	-	-
45	Four weeks .....	82	94	61
46	After: Less than 25 years .....	7	1	4
47	25 years .....	69	21	57
48	More than 25 years .....	6	72	-
49	No information on required service .....	-	-	-
50	Vacation Does Not Increase With Service .....	6	-	6
51	One week .....	-	-	-
52	After: 1 year or less .....	-	-	-
53	2 years .....	-	-	-
54	More than 2 years .....	-	-	-
55	No information on required service .....	-	-	-
56	Two weeks .....	-	-	3
57	After: 1 year or less .....	-	-	3
58	2 years .....	-	-	-
59	More than 2 years .....	-	-	-
60	No information on required service .....	-	-	-
61	Three weeks or more .....	6	-	2
62	No information on length of fixed vacation .....	-	-	1

Table 12 - PUBLIC UTILITIES AND COMMUNICATIONS - Canada - Non-Office Employees

- Continued -

No.		Electric Power, Gas and Water Utilities		Telephone Communications		Radio and Television	
		M	F	M	F	M	F
		%		%		%	
	<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>						
63	Have such retirement policy .....	97	73	98	98	75	74
64	Do not have such retirement policy .....	3	3	2	2	12	11
65	No established policy .....	-	1	-	-	11	10
66	No information .....	-	23	-	-	2	5
	<b>Normal Retirement Age</b>						
67	Under 60 years .....	-	-	-	4	-	-
68	60 years .....	-	46	4	3	1	11
69	61 to 64 years .....	1	-	-	-	-	-
70	65 years .....	96	27	34	31	73	62
71	Over 65 years .....	-	-	60	60	-	-
72	No information .....	-	-	-	-	1	1
73	Provision for retirement at earlier than normal age .....	92	70	98	98	69	69
74	Provision for retirement at later than normal age .....	41	28	22	22	11	10
75	No information .....	1	1	-	-	1	1
	<b>INDUSTRIAL MEDICAL SERVICES</b>						
76	Provide medical or first aid services .....	84		81		63	
77	Do not provide medical or first aid service .....	15		19		35	
78	No information .....	1		-		2	
	<b>Medical and First Aid Personnel</b>						
79	Physician(s) in attendance full-time .....	35		68		-	
80	Physician(s) in attendance part-time .....	31		59		2	
81	Physician(s) on call .....	25		3		-	
82	Registered Nurse(s) in attendance full-time .....	47		71		2	
83	Registered Nurse(s) in attendance part-time .....	3		-		-	
84	First Aid Personnel .....	62		59		1	
85	No information .....	7		8		59	
	<b>Medical Services Provided</b>						
86	Pre-placement medical examinations .....	70		79		60	
87	Periodic medical examinations .....	32		71		1	
88	Home visits by plant physician .....	1		-		-	

**Table 12 – PUBLIC UTILITIES AND COMMUNICATIONS – Canada – Non-Office Employees**

– Concluded –

		<i>Electric Power, Gas and Water Utilities</i>	<i>Telephone Communications</i>	<i>Radio and Television</i>
No.		%	%	%
	<i>Medical Services Provided – (Concluded)</i>			
89	Home visits by plant nurse .....	35	71	1
90	Emergency first aid care .....	80	73	5
91	No information .....	—	—	—
	<i>HEALTH BENEFIT PLANS</i>			
92	Have Health Benefit plans .....	99	100	96
93	Do not have Health Benefit plans .....	1	—	3
94	No information .....	—	—	1
	<i>Types of Plans</i>			
95	“Major Medical” plans only .....	11	9	14
96	Specified Basic Benefits only .....	63	28	71
97	Combination of Major Medical and Specified Benefits .....	25	63	11
98	No information on types of plans .....	—	—	—
	<i>Types of Benefits</i>			
99	Surgical and obstetrical benefits .....	98	100	95
100	Physicians care in hospital .....	97	100	95
101	Physicians home and office calls .....	92	99	90
102	Special duty nursing care in hospital .....	27	69	13
103	Diagnostic X-ray and laboratory services, etc. ....	89	99	92
104	Prescribed drugs .....	26	60	11
	<i>Coverage</i>			
105	Employees and dependents covered .....	98	100	94
106	Employees only covered .....	—	—	—
107	No information on coverage .....	1	—	2
	<i>Financing of Plans</i>			
108	By employer and employees jointly .....	81	7	32
109	By employer only .....	12	57	1
110	By employees only .....	5	36	61
111	No information on financing .....	1	—	2
	<i>COLLECTIVE AGREEMENTS</i>			
112	Percentage of employees covered .....	86	92	64

**Table 13 – PUBLIC UTILITIES AND COMMUNICATIONS – Canada – Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		<i>Electric Power Gas and Water Utilities</i>	<i>Telephone Communications</i>	<i>Radio and Television</i>
No.		No.	No.	No.
<b>SURVEY COVERAGE</b>				
1	Total Number of Reporting Units .....	187	53	166
2	Total Number of Employees .....	20, 094	23, 942	6, 929
<b>STANDARD WORK WEEK</b>				
		%	%	%
<i>Hours per Week</i>				
3a	Under 35 hours.....	2	1	2
3b	35 hours.....	54	2	7
3c	Over 35 and under 37½ hours .....	15	—	64
3d	37½ hours .....	26	92	3
3e	Over 37½ hours .....	3	5	23
<i>Days per Week</i>				
4	5 days .....	100	100	84
5	More than 5 days .....	—	—	15
<i>Hours per Day</i>				
6	Under 7½ hours .....	71	2	82
7	7½ hours .....	25	92	4
8	8 hours .....	3	6	13
9	Over 8 hours .....	1	—	—
10	No Standard Work Week .....	—	—	1
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>				
11	Provide such paid holidays.....	100	100	99
12	Do not provide such holidays .....	—	—	1
13	No established policy.....	—	—	—
14	No information .....	—	—	—
<i>Number of Holidays per Year</i>				
15	1 to 5 days .....	—	—	1
16	6 days .....	—	—	1
17	7 days .....	—	1	4
18	8 days .....	6	72	14
19	9 days .....	58	14	8
20	More than 9 days .....	36	13	68
21	Number not stated .....	—	—	3
<b>VACATIONS WITH PAY</b>				
22	Provide vacations with pay.....	100	100	100
23	Do not provide vacations .....	—	—	—
24	No established policy.....	—	—	—
25	No information .....	—	—	—

**Table 13 – PUBLIC UTILITIES AND COMMUNICATIONS – Canada – Office Employees**

– Continued –

No.		Electric Power Gas and Water Utilities	Telephone Communications	Radio and Television
		%	%	%
	<b>VACATIONS WITH PAY – (Concluded)</b>			
26	<i>Vacation Increases With Service</i> .....	98	100	94
27	Two weeks .....	93	88	33
28	After: Less than 1 year .....	2	2	1
29	1 year .....	88	85	28
30	2 years .....	2	1	4
31	3 years .....	1	—	—
32	4 years .....	—	—	—
33	5 years .....	—	—	—
34	More than 5 years .....	—	—	—
35	No information on required service .....	—	—	—
36	Three weeks .....	97	100	82
37	After: Less than 10 years .....	14	23	73
38	10 years .....	47	1	6
39	11 to 14 years .....	17	—	—
40	15 years .....	18	76	2
41	16 to 19 years .....	—	—	—
42	20 years .....	—	—	1
43	More than 20 years .....	1	—	—
44	No information on required service .....	—	—	—
45	Four weeks .....	85	97	64
46	After: Less than 25 years .....	4	1	2
47	25 years .....	74	18	62
48	More than 25 years .....	7	78	—
49	No information on required service .....	—	—	—
50	<i>Vacation Does Not Increase With Service</i> .....	2	—	6
51	One week .....	—	—	—
52	After: 1 year or less .....	—	—	—
53	2 years .....	—	—	—
54	More than 2 years .....	—	—	—
55	No information on required service .....	—	—	—
56	Two weeks .....	—	—	5
57	After: 1 year or less .....	—	—	5
58	2 years .....	—	—	—
59	More than 2 years .....	—	—	—
60	No information on required service .....	—	—	—
61	Three weeks or more .....	2	—	1
62	No information on length of fixed vacation .....	—	—	—



Table 13 - PUBLIC UTILITIES AND COMMUNICATIONS - Canada - Office Employees

- Continued -

No.		Electric Power Gas and Water Utilities		Telephone Communications		Radio and Television	
		M	F	M	F	M	F
		%		%		%	
	<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>						
63	Have such retirement policy .....	98	98	99	99	79	78
64	Do not have such retirement policy .....	1	1	1	1	12	13
65	No established policy .....	1	1	—	—	8	7
66	No information .....	—	—	—	—	1	2
	<b>Normal Retirement Age</b>						
67	Under 60 years .....	—	—	—	3	—	—
68	60 years .....	—	58	3	2	3	11
69	61 to 64 years .....	1	—	—	—	—	—
70	65 years .....	97	40	25	24	75	66
71	Over 65 years .....	—	—	71	70	—	—
72	No information .....	—	—	—	—	—	—
73	Provision for retirement at earlier than normal age .....	96	93	99	99	73	72
74	Provision for retirement at later than normal age .....	42	42	17	17	10	9
75	No information .....	1	1	—	—	1	1
	<b>INDUSTRIAL MEDICAL SERVICES</b>						
76	Provide medical or first aid services .....	92		87		69	
77	Do not provide medical or first aid service .....	8		13		29	
78	No information .....	—		—		2	
	<b>Medical and First Aid Personnel</b>						
79	Physician(s) in attendance full-time .....	43		75		—	
80	Physician(s) in attendance part-time .....	39		70		1	
81	Physician(s) on call .....	28		1		—	
82	Registered Nurse(s) in attendance full-time .....	60		76		1	
83	Registered Nurse(s) in attendance part-time .....	4		—		—	
84	First Aid Personnel .....	73		75		3	
85	No information .....	5		5		65	
	<b>Medical Services Provided</b>						
86	Pre-placement medical examinations .....	79		81		63	
87	Periodic medical examinations .....	44		76		—	
88	Home visits by plant physician .....	2		—		—	

**Table 13 - PUBLIC UTILITIES AND COMMUNICATIONS - Canada - Office Employees**

- Concluded -

		<i>Electric Power Gas and Water Utilities</i>	<i>Telephone Communications</i>	<i>Radio and Television</i>
No.		%	%	%
	<i>Medical Services Provided - (Concluded)</i>			
89	Home visits by plant nurse .....	46	76	-
90	Emergency first aid care.....	88	82	7
91	No information .....	-	-	-
	<i>HEALTH BENEFIT PLANS</i>			
92	Have Health Benefit plans .....	100	100	97
93	Do not have Health Benefit plans .....	-	-	3
94	No information .....	-	-	-
	<i>Types of Plans</i>			
95	"Major Medical" plans only .....	10	7	15
96	Specified Basic Benefits only .....	64	20	73
97	Combination of Major Medical and Specified Benefits .....	26	73	9
98	No information on types of plans.....	-	-	-
	<i>Types of Benefits</i>			
99	Surgical and obstetrical benefits.....	99	100	96
100	Physicians care in hospital .....	98	100	95
101	Physicians home and office calls .....	92	99	91
102	Special duty nursing care in hospital .....	26	82	12
103	Diagnostic X-ray and laboratory services, etc. ....	94	99	94
104	Prescribed drugs .....	27	49	9
	<i>Coverage</i>			
105	Employees and dependents covered .....	99	100	95
106	Employees only covered .....	-	-	-
107	No information on coverage .....	1	-	2
	<i>Financing of Plans</i>			
108	By employer and employees jointly.....	81	4	28
109	By employer only .....	11	69	1
110	By employees only.....	7	27	67
111	No information on financing .....	1	-	1
	<i>COLLECTIVE AGREEMENTS</i>			
112	Percentage of employees covered .....	38	52	30

**Table 14 – MUNICIPAL PUBLIC WORKS DEPARTMENTS – Canada – Non-Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Municipal Public Works Departments
No.		No.
<b>SURVEY COVERAGE</b>		
1	Total Number of Reporting Units .....	244
2	Total Number of Employees .....	33,074
<b>STANDARD WORK WEEK</b>		%
<i>Hours per Week</i>		
3a	Under 40 hours .....	—
3b	40 hours .....	84
3c	Over 40 hours .....	16
<i>Days per Week</i>		
4	5 days .....	94
5	More than 5 days .....	6
<i>Hours per Day</i>		
6	Under 7½ hours .....	—
7	7½ hours .....	—
8	8 hours .....	91
9	Over 8 hours .....	9
10	No Standard Work Week .....	—
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>		
11	Provide such paid holidays .....	99
12	Do not provide such holidays .....	1
13	No established policy .....	—
14	No information .....	—
<i>Number of Holidays per Year</i>		
15	1 to 5 days .....	—
16	6 days .....	1
17	7 days .....	1
18	8 days .....	5
19	9 days .....	20
20	More than 9 days .....	72
21	Number not stated .....	—
<b>VACATIONS WITH PAY</b>		
22	Provide vacations with pay .....	100
23	Do not provide vacations .....	—
24	No established policy .....	—
25	No information .....	—

Table 14 - MUNICIPAL PUBLIC WORKS DEPARTMENTS - Canada - Non-Office Employees

- Continued -

No.	Municipal Public Works Departments	
VACATIONS WITH PAY - (Concluded)		
26	Vacation Increases With Service .....	97
27	Two weeks .....	95
28	After: Less than 1 year .....	3
29	1 year .....	74
30	2 years .....	10
31	3 years .....	5
32	4 years .....	—
33	5 years .....	3
34	More than 5 years .....	—
35	No information on required service .....	—
36	Three weeks .....	96
37	After: Less than 10 years .....	26
38	10 years .....	51
39	11 to 14 years .....	4
40	15 years .....	15
41	16 to 19 years .....	—
42	20 years .....	—
43	More than 20 years .....	—
44	No information on required service .....	—
45	Four weeks .....	68
46	After: Less than 25 years .....	26
47	25 years .....	39
48	More than 25 years .....	3
49	No information on required service .....	—
50	Vacation Does Not Increase With Service .....	3
51	One week .....	—
52	After: 1 year or less .....	—
53	2 years .....	—
54	More than 2 years .....	—
55	No information on required service .....	—
56	Two weeks .....	1
57	After: 1 year or less .....	1
58	2 years .....	—
59	More than 2 years .....	—
60	No information on required service .....	—
61	Three weeks or more .....	2
62	No information on length of fixed vacation .....	—

Table 14 – MUNICIPAL PUBLIC WORKS DEPARTMENTS – Canada – Non-Office Employees

– Continued –

		Municipal Public Works Departments	
No.		M	F
		%	%
<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>			
63	Have such retirement policy .....	95	67
64	Do not have such retirement policy .....	3	3
65	No established policy .....	1	1
66	No information .....	1	29
<b>Normal Retirement Age</b>			
67	Under 60 years .....	—	—
68	60 years .....	—	23
69	61 to 64 years .....	—	—
70	65 years .....	76	42
71	Over 65 years .....	17	1
72	No information .....	2	1
73	Provision for retirement at earlier than normal age .....	83	59
74	Provision for retirement at later than normal age .....	40	26
75	No information .....	3	2
<b>INDUSTRIAL MEDICAL SERVICES</b>			
76	Provide medical or first aid services .....	50	
77	Do not provide medical or first aid service .....	39	
78	No information .....	11	
<b>Medical and First Aid Personnel</b>			
79	Physician(s) in attendance full-time .....	13	
80	Physician(s) in attendance part-time .....	3	
81	Physician(s) on call .....	6	
82	Registered Nurse(s) in attendance full-time .....	17	
83	Registered Nurse(s) in attendance part-time .....	—	
84	First Aid Personnel .....	22	
85	No information .....	15	
<b>Medical Services Provided</b>			
86	Pre-placement medical examinations .....	30	
87	Periodic medical examinations .....	8	
88	Home visits by plant physician .....	2	



Table 14 – MUNICIPAL PUBLIC WORKS DEPARTMENTS – Canada – Non-Office Employees

– Concluded –

		Municipal Public Works Departments
No.		%
	<i>Medical Services Provided – (Concluded)</i>	
89	Home visits by plant nurse .....	6
90	Emergency first aid care .....	30
91	No information .....	7
	<i>HEALTH BENEFIT PLANS</i>	
92	Have Health Benefit plans .....	90
93	Do not have Health Benefit plans .....	9
94	No information .....	1
	<i>Types of Plans</i>	
95	“Major Medical” plans only .....	17
96	Specified Basic Benefits only .....	61
97	Combination of Major Medical and Specified Benefits .....	12
98	No information on types of plans .....	—
	<i>Types of Benefits</i>	
99	Surgical and obstetrical benefits.....	85
100	Physicians care in hospital .....	85
101	Physicians home and office calls.....	78
102	Special duty nursing care in hospital .....	16
103	Diagnostic X-ray and laboratory services, etc.....	63
104	Prescribed drugs .....	15
	<i>Coverage</i>	
105	Employees and dependents covered .....	74
106	Employees only covered .....	6
107	No information on coverage .....	10
	<i>Financing of Plans</i>	
108	By employer and employees jointly .....	76
109	By employer only .....	1
110	By employees only .....	8
111	No information on financing.....	5
	<i>COLLECTIVE AGREEMENTS</i>	
112	Percentage of employees covered .....	87

**Table 15 – MUNICIPAL PUBLIC WORKS DEPARTMENTS – Canada – Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Municipal Public Works Departments
No.		No.
<b>SURVEY COVERAGE</b>		
1	Total Number of Reporting Units .....	211
2	Total Number of Employees .....	15,243
<b>STANDARD WORK WEEK</b>		%
<i>Hours per Week</i>		
3a	Under 35 hours.....	18
3b	35 hours.....	62
3c	Over 35 and under 37½ hours .....	11
3d	37½ hours .....	6
3e	Over 37½ hours .....	3
<i>Days per Week</i>		
4	5 days .....	99
5	More than 5 days .....	1
<i>Hours per Day</i>		
6	Under 7½ hours .....	78
7	7½ hours .....	19
8	8 hours .....	3
9	Over 8 hours .....	—
10	No Standard Work Week .....	—
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>		
11	Provide such paid holidays.....	100
12	Do not provide such holidays .....	—
13	No established policy.....	—
14	No information .....	—
<i>Number of Holidays per Year</i>		
15	1 to 5 days .....	—
16	6 days .....	—
17	7 days .....	—
18	8 days .....	2
19	9 days .....	14
20	More than 9 days .....	84
21	Number not stated .....	—
<b>VACATIONS WITH PAY</b>		
22	Provide vacations with pay.....	100
23	Do not provide vacations .....	—
24	No established policy.....	—
25	No information .....	—

Table 15 – MUNICIPAL PUBLIC WORKS DEPARTMENTS – Canada – Office Employees

– Continued –

		Municipal Public Works Departments
No.		%
	VACATIONS WITH PAY – (Concluded)	
26	Vacation Increases With Service .....	98
27	Two weeks .....	95
28	After: Less than 1 year .....	3
29	1 year .....	89
30	2 years .....	3
31	3 years .....	—
32	4 years .....	—
33	5 years .....	—
34	More than 5 years .....	—
35	No information on required service .....	—
36	Three weeks .....	97
37	After: Less than 10 years .....	37
38	10 years .....	51
39	11 to 14 years .....	1
40	15 years .....	8
41	16 to 19 years .....	—
42	20 years .....	—
43	More than 20 years .....	—
44	No information on required service .....	—
45	Four weeks .....	81
46	After: Less than 25 years .....	34
47	25 years .....	47
48	More than 25 years .....	—
49	No information on required service .....	—
50	Vacation Does Not Increase With Service .....	2
51	One week .....	—
52	After: 1 year or less .....	—
53	2 years .....	—
54	More than 2 years .....	—
55	No information on required service .....	—
56	Two weeks .....	1
57	After: 1 year or less .....	1
58	2 years .....	—
59	More than 2 years .....	—
60	No information on required service .....	—
61	Three weeks or more .....	1
62	No information on length of fixed vacation .....	—

Table 15 – MUNICIPAL PUBLIC WORKS DEPARTMENTS – Canada – Office Employees

– Continued –

		Municipal Public Works Departments	
No.		M	F
		%	%
<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>			
63	Have such retirement policy .....	95	94
64	Do not have such retirement policy .....	2	1
65	No established policy .....	—	1
66	No information .....	3	4
<b>Normal Retirement Age</b>			
67	Under 60 years .....	—	—
68	60 years .....	—	35
69	61 to 64 years .....	—	—
70	65 years .....	70	55
71	Over 65 years .....	25	3
72	No information .....	—	1
73	Provision for retirement at earlier than normal age .....	89	88
74	Provision for retirement at later than normal age .....	37	40
75	No information .....	2	2
<b>INDUSTRIAL MEDICAL SERVICES</b>			
76	Provide medical or first aid services .....	62	
77	Do not provide medical or first aid service .....	30	
78	No information .....	8	
<b>Medical and First Aid Personnel</b>			
79	Physician(s) in attendance full-time .....	20	
80	Physician(s) in attendance part-time .....	2	
81	Physician(s) on call .....	6	
82	Registered Nurse(s) in attendance full-time .....	22	
83	Registered Nurse(s) in attendance part-time .....	—	
84	First Aid Personnel .....	31	
85	No information .....	18	
<b>Medical Services Provided</b>			
86	Pre-placement medical examinations .....	41	
87	Periodic medical examinations .....	13	
88	Home visits by plant physician .....	1	

Table 15 - MUNICIPAL PUBLIC WORKS DEPARTMENTS - Canada - Office Employees

- Concluded -

		Municipal Public Works Departments
No.		%
	<i>Medical Services Provided - (Concluded)</i>	
89	Home visits by plant nurse .....	4
90	Emergency first aid care .....	36
91	No information .....	7
	<i>HEALTH BENEFIT PLANS</i>	
92	Have Health Benefit plans .....	93
93	Do not have Health Benefit plans .....	3
94	No information .....	4
	<i>Types of Plans</i>	
95	"Major Medical" plans only .....	12
96	Specified Basic Benefits only .....	72
97	Combination of Major Medical and Specified Benefits .....	9
98	No information on types of plans .....	-
	<i>Types of Benefits</i>	
99	Surgical and obstetrical benefits .....	91
100	Physicians care in hospital .....	91
101	Physicians home and office calls .....	82
102	Special duty nursing care in hospital .....	27
103	Diagnostic X-ray and laboratory services, etc. ....	74
104	Prescribed drugs .....	17
	<i>Coverage</i>	
105	Employees and dependents covered .....	82
106	Employees only covered .....	-
107	No information on coverage .....	11
	<i>Financing of Plans</i>	
108	By employer and employees jointly .....	87
109	By employer only .....	-
110	By employees only .....	4
111	No information on financing .....	2
	<i>COLLECTIVE AGREEMENTS</i>	
112	Percentage of employees covered .....	70



**Table 16 – SERVICE – Canada – Non-Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		<i>Hotels</i>	<i>Restaurants</i>	<i>Laundries and Dry Cleaning</i>
No.		No.	No.	No.
<b>SURVEY COVERAGE</b>				
1	Total Number of Reporting Units.....	416	546	289
2	Total Number of Employees.....	21,966	21,397	13,929
<b>STANDARD WORK WEEK</b>				
		%	%	%
<i>Hours per Week</i>				
3a	Under 40 hours .....	—	2	1
3b	40 hours .....	48	18	31
3c	Over 40 hours .....	51	76	67
<i>Days per Week</i>				
4	5 days.....	49	22	70
5	More than 5 days .....	50	74	29
<i>Hours per Day</i>				
6	Under 7½ hours .....	6	10	—
7	7½ hours .....	2	4	1
8	8 hours .....	88	70	51
9	Over 8 hours .....	3	12	47
10	No Standard Work Week .....	1	4	1
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>				
11	Provide such paid holidays .....	84	52	88
12	Do not provide such holidays .....	10	34	8
13	No established policy .....	6	10	3
14	No information .....	—	4	1
<i>Number of Holidays per Year</i>				
15	1 to 5 days .....	16	21	19
16	6 days .....	12	4	7
17	7 days .....	28	5	14
18	8 days .....	14	8	28
19	9 days .....	9	5	14
20	More than 9 days .....	2	7	4
21	Number not stated .....	3	2	2
<b>VACATIONS WITH PAY</b>				
22	Provide vacations with pay .....	99	93	99
23	Do not provide vacations .....	—	4	1
24	No established policy .....	1	2	—
25	No information .....	—	1	—

Table 16 - SERVICE - Canada - Non-Office Employees

- Continued -

No.		Hotels	Restaurants	Laundries and Dry Cleaning
		%	%	%
	<b>VACATIONS WITH PAY - (Concluded)</b>			
26	<i>Vacation Increases With Service</i> .....	78	46	69
27	Two weeks .....	78	45	68
28	After: Less than 1 year .....	—	—	4
29	1 year .....	32	16	16
30	2 years .....	34	12	9
31	3 years .....	8	8	11
32	4 years .....	—	1	2
33	5 years .....	3	8	24
34	More than 5 years .....	1	—	2
35	No information on required service .....	—	—	—
36	Three weeks .....	56	29	38
37	After: Less than 10 years .....	17	12	8
38	10 years .....	7	5	6
39	11 to 14 years .....	—	1	3
40	15 years .....	31	6	12
41	16 to 19 years .....	—	—	1
42	20 years .....	1	5	7
43	More than 20 years .....	—	—	1
44	No information on required service .....	—	—	—
45	Four weeks .....	21	10	3
46	After: Less than 25 years .....	5	5	1
47	25 years .....	10	5	2
48	More than 25 years .....	6	—	—
49	No information on required service .....	—	—	—
50	<i>Vacation Does Not Increase With Service</i> .....	21	47	30
51	One week .....	11	28	18
52	After: 1 year or less .....	10	28	17
53	2 years .....	—	—	—
54	More than 2 years .....	—	—	—
55	No information on required service .....	1	—	1
56	Two weeks .....	9	15	11
57	After: 1 year or less .....	9	15	11
58	2 years .....	—	—	—
59	More than 2 years .....	—	—	—
60	No information on required service .....	—	—	—
61	Three weeks or more .....	—	—	—
62	No information on length of fixed vacation .....	1	4	1

Table 16 - SERVICE - Canada - Non-Office Employees

- Continued -

		Hotels		Restaurants		Laundries and Dry Cleaning	
No.		M	F	M	F	M	F
		%		%		%	
	<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>						
63	Have such retirement policy .....	26	29	20	19	21	19
64	Do not have such retirement policy .....	58	50	64	61	70	64
65	No established policy .....	14	14	13	10	6	8
66	No information .....	2	7	3	10	3	9
	<b>Normal Retirement Age</b>						
67	Under 60 years .....	-	-	-	-	-	-
68	60 years .....	-	1	-	17	-	1
69	61 to 64 years .....	-	-	-	-	-	-
70	65 years .....	25	24	20	1	20	17
71	Over 65 years .....	1	-	-	-	1	1
72	No information .....	-	4	-	1	-	-
73	Provision for retirement at earlier than normal age .....	24	24	14	13	12	11
74	Provision for retirement at later than normal age .....	24	24	6	5	15	14
75	No information .....	-	5	-	1	-	1
	<b>INDUSTRIAL MEDICAL SERVICES</b>						
76	Provide medical or first aid services .....	50		21		53	
77	Do not provide medical or first aid service	44		69		40	
78	No information .....	6		10		7	
	<b>Medical and First Aid Personnel</b>						
79	Physician(s) in attendance full-time .....	5		-		-	
80	Physician(s) in attendance part-time .....	6		1		4	
81	Physician(s) on call .....	18		7		7	
82	Registered Nurse(s) in attendance full-time	10		3		4	
83	Registered Nurse(s) in attendance part-time	-		2		-	
84	First Aid Personnel .....	16		5		46	
85	No information .....	20		10		5	
	<b>Medical Services Provided</b>						
86	Pre-placement medical examinations .....	33		3		4	
87	Periodic medical examinations .....	10		4		1	
88	Home visits by plant physician .....	-		-		5	

**Table 16 - SERVICE - Canada - Non-Office Employees**

- Concluded -

		<i>Hotels</i>	<i>Restaurants</i>	<i>Laundries and Dry Cleaning</i>
No.		%	%	%
	<i>Medical Services Provided - (Concluded)</i>			
89	Home visits by plant nurse .....	—	2	—
90	Emergency first aid care .....	45	16	51
91	No information .....	3	2	2
	<i>HEALTH BENEFIT PLANS</i>			
92	Have Health Benefit plans .....	71	45	61
93	Do not have Health Benefit plans .....	23	49	30
94	No information .....	6	6	9
	<i>Types of Plans</i>			
95	"Major Medical" plans only .....	20	22	35
96	Specified Basic Benefits only .....	41	18	14
97	Combination of Major Medical and Specified Benefits .....	10	5	12
98	No information on types of plans .....	—	—	—
	<i>Types of Benefits</i>			
99	Surgical and obstetrical benefits.....	66	39	51
100	Physicians care in hospital .....	60	39	50
101	Physicians home and office calls .....	54	29	38
102	Special duty nursing care in hospital .....	18	19	11
103	Diagnostic X-ray and laboratory services, etc. ....	46	33	46
104	Prescribed drugs .....	6	12	10
	<i>Coverage</i>			
105	Employees and dependents covered .....	65	40	49
106	Employees only covered .....	1	1	7
107	No information on coverage .....	5	4	5
	<i>Financing of Plans</i>			
108	By employer and employees jointly .....	53	32	42
109	By employer only .....	9	3	1
110	By employees only .....	6	8	15
111	No information on financing .....	3	2	3
	<i>COLLECTIVE AGREEMENTS</i>			
112	Percentage of employees covered .....	52	7	24

**Table 17 - TRADE - Canada - Non-Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

No.		Wholesale Trade	Retail Trade	
			Sales Employees	Others
No.		No.	No.	No.
<b>SURVEY COVERAGE</b>				
1	Total Number of Reporting Units .....	2,087	2,846	2,342
2	Total Number of Employees .....	48,234	97,119	69,252
<b>STANDARD WORK WEEK</b>				
		%	%	%
<i>Hours per Week</i>				
3a	Under 40 hours .....	6	14	12
3b	40 hours .....	47	53	48
3c	Over 40 hours .....	45	31	40
<i>Days per Week</i>				
4	5 days .....	70	68	62
5	More than 5 days .....	28	30	38
<i>Hours per Day</i>				
6	Under 7½ hours .....	2	12	6
7	7½ hours .....	5	10	5
8	8 hours .....	63	65	66
9	Over 8 hours .....	28	11	23
10	No Standard Work Week .....	2	2	—
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>				
11	Provide such paid holidays .....	94	95	96
12	Do not provide such holidays .....	5	3	3
13	No established policy .....	1	1	1
14	No information .....	—	1	—
<i>Number of Holidays per Year</i>				
15	1 to 5 days .....	7	4	5
16	6 days .....	4	3	6
17	7 days .....	9	12	9
18	8 days .....	31	28	27
19	9 days .....	30	28	32
20	More than 9 days .....	11	11	13
21	Number not stated .....	2	9	4
<b>VACATIONS WITH PAY</b>				
22	Provide vacations with pay .....	98	99	100
23	Do not provide vacations .....	1	1	—
24	No established policy .....	1	—	—
25	No information .....	—	—	—



Table 17 - TRADE - Canada - Non-Office Employees

- Continued -

No.		Wholesale Trade	Retail Trade	
			Sales Employees	Others
		%	%	%
	VACATIONS WITH PAY - (Concluded)			
26	Vacation Increases With Service .....	80	91	86
27	Two weeks .....	80	91	85
28	After: Less than 1 year .....	2	2	2
29	1 year .....	51	72	61
30	2 years .....	11	12	10
31	3 years .....	7	1	3
32	4 years .....	1	—	—
33	5 years .....	7	4	8
34	More than 5 years .....	1	—	1
35	No information on required service .....	—	—	—
36	Three weeks .....	56	77	68
37	After: Less than 10 years .....	11	41	42
38	10 years .....	19	18	12
39	11 to 14 years .....	3	9	3
40	15 years .....	16	6	7
41	16 to 19 years .....	—	—	1
42	20 years .....	2	1	1
43	More than 20 years .....	5	2	2
44	No information on required service .....	—	—	—
45	Four weeks .....	20	54	46
46	After: Less than 25 years .....	9	39	31
47	25 years .....	10	15	15
48	More than 25 years .....	1	—	—
49	No information on required service .....	—	—	—
50	Vacation Does Not Increase With Service .....	18	8	14
51	One week .....	6	2	5
52	After: 1 year or less .....	6	2	5
53	2 years .....	—	—	—
54	More than 2 years .....	—	—	—
55	No information on required service .....	—	—	—
56	Two weeks .....	11	5	8
57	After: 1 year or less .....	11	5	8
58	2 years .....	—	—	—
59	More than 2 years .....	—	—	—
60	No information on required service .....	—	—	—
61	Three weeks or more .....	—	—	—
62	No information on length of fixed vacation .....	1	1	1

Table 17 - TRADE - Canada - Non-Office Employees

- Continued -

No.		Wholesale Trade		Retail Trade			
				Sales Employees		Others	
		M	F	M	F	M	F
		%		%		%	
	<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>						
63	Have such retirement policy .....	58	43	75	73	63	58
64	Do not have such retirement policy .....	31	29	18	18	28	27
65	No established policy .....	9	9	5	5	7	6
66	No information .....	2	19	2	4	2	9
	<b>Normal Retirement Age</b>						
67	Under 60 years .....	—	—	—	—	—	1
68	60 years .....	1	21	1	29	1	26
69	61 to 64 years .....	—	—	—	—	—	—
70	65 years .....	54	20	73	43	61	31
71	Over 65 years .....	2	1	1	—	1	—
72	No information .....	1	1	—	1	—	—
73	Provision for retirement at earlier than normal age .....	47	35	65	64	54	52
74	Provision for retirement at later than normal age .....	30	22	34	35	28	26
75	No information .....	2	2	2	2	1	1
	<b>INDUSTRIAL MEDICAL SERVICES</b>						
76	Provide medical or first aid services .....	46		42		60	
77	Do not provide medical or first aid service .....	48		46		34	
78	No information .....	6		12		6	
	<b>Medical and First Aid Personnel</b>						
79	Physician(s) in attendance full-time .....	1		3		4	
80	Physician(s) in attendance part-time .....	3		11		15	
81	Physician(s) on call .....	8		12		17	
82	Registered Nurse(s) in attendance full-time .....	3		23		34	
83	Registered Nurse(s) in attendance part-time .....	—		11		15	
84	First Aid Personnel .....	29		20		31	
85	No information .....	14		7		5	
	<b>Medical Services Provided</b>						
86	Pre-placement medical examinations .....	15		18		19	
87	Periodic medical examinations .....	7		4		5	
88	Home visits by plant physician .....	1		3		4	

Table 17 - TRADE - Canada - Non-Office Employees

- Concluded -

No.		Wholesale Trade	Retail Trade	
			Sales Employees	Others
		%	%	%
	<i>Medical Services Provided - (Concluded)</i>			
89	Home visits by plant nurse .....	1	9	13
90	Emergency first aid care .....	40	37	54
91	No information .....	2	3	5
	<i>HEALTH BENEFIT PLANS</i>			
92	Have Health Benefit plans .....	86	84	90
93	Do not have Health Benefit plans .....	11	7	5
94	No information .....	3	9	5
	<i>Types of Plans</i>			
95	"Major Medical" plans only .....	33	23	27
96	Specified Basic Benefits only .....	28	44	44
97	Combination of Major Medical and Specified Benefits .....	25	15	18
98	No information on types of plans .....	-	2	1
	<i>Types of Benefits</i>			
99	Surgical and obstetrical benefits.....	81	75	82
100	Physicians care in hospital .....	78	69	78
101	Physicians home and office calls.....	64	55	64
102	Special duty nursing care in hospital.....	35	27	30
103	Diagnostic X-ray and laboratory services, etc.....	70	67	70
104	Prescribed drugs.....	33	27	26
	<i>Coverage</i>			
105	Employees and dependents covered .....	78	71	77
106	Employees only covered .....	2	3	3
107	No information on coverage .....	6	8	9
	<i>Financing of Plans</i>			
108	By employer and employees jointly .....	58	54	56
109	By employer only .....	10	6	4
110	By employees only .....	13	16	21
111	No information on financing.....	5	6	8
	<i>COLLECTIVE AGREEMENTS</i>			
112	Percentage of employees covered .....	20	13	12

**Table 18 - TRADE - Canada - Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		Wholesale Trade	Retail Trade
No.		No.	No.
<b>SURVEY COVERAGE</b>			
1	Total Number of Reporting Units .....	2, 344	2, 499
2	Total Number of Employees .....	57, 758	39, 098
<b>STANDARD WORK WEEK</b>			
		%	%
<i>Hours per Week</i>			
3a	Under 35 hours.....	2	—
3b	35 hours.....	20	8
3c	Over 35 and under 37½ hours .....	7	4
3d	37½ hours .....	34	18
3e	Over 37½ hours .....	37	70
<i>Days per Week</i>			
4	5 days .....	89	82
5	More than 5 days .....	11	18
<i>Hours per Day</i>			
6	Under 7½ hours .....	30	19
7	7½ hours .....	37	22
8	8 hours .....	30	56
9	Over 8 hours .....	3	3
10	No Standard Work Week .....	—	—
<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>			
11	Provide such paid holidays.....	99	99
12	Do not provide such holidays .....	1	1
13	No established policy.....	—	—
14	No information .....	—	—
<i>Number of Holidays per Year</i>			
15	1 to 5 days .....	2	3
16	6 days .....	2	2
17	7 days .....	10	8
18	8 days .....	37	26
19	9 days .....	33	41
20	More than 9 days .....	11	16
21	Number not stated .....	4	3
<b>VACATIONS WITH PAY</b>			
22	Provide vacations with pay.....	100	100
23	Do not provide vacations .....	—	—
24	No established policy.....	—	—
25	No information .....	—	—

Table 18 - TRADE - Canada - Office Employees

- Continued -

No.		Wholesale Trade	Retail Trade
		%	%
	VACATIONS WITH PAY - (Concluded)		
26	Vacation Increases With Service .....	91	91
27	Two weeks .....	90	90
28	After: Less than 1 year .....	10	4
29	1 year .....	70	76
30	2 years .....	7	7
31	3 years .....	1	1
32	4 years .....	-	-
33	5 years .....	2	2
34	More than 5 years .....	-	-
35	No information on required service .....	-	-
36	Three weeks .....	74	78
37	After: Less than 10 years .....	12	50
38	10 years .....	30	15
39	11 to 14 years .....	3	3
40	15 years .....	22	7
41	16 to 19 years .....	-	-
42	20 years .....	2	1
43	More than 20 years .....	5	2
44	No information on required service .....	-	-
45	Four weeks .....	36	58
46	After: Less than 25 years .....	18	38
47	25 years .....	16	19
48	More than 25 years .....	2	1
49	No information on required service .....	-	-
50	Vacation Does Not Increase With Service .....	9	9
51	One week .....	1	1
52	After: 1 year or less .....	1	1
53	2 years .....	-	-
54	More than 2 years .....	-	-
55	No information on required service .....	-	-
56	Two weeks .....	7	8
57	After: 1 year or less .....	7	8
58	2 years .....	-	-
59	More than 2 years .....	-	-
60	No information on required service .....	-	-
61	Three weeks or more .....	-	-
62	No information on length of fixed vacation .....	1	-



Table 18 - TRADE - Canada - Office Employees

- Continued -

No.		Wholesale Trade		Retail Trade	
		M	F	M	F
		%		%	
	<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>				
63	Have such retirement policy .....	77	73	76	74
64	Do not have such retirement policy .....	17	17	18	18
65	No established policy .....	5	6	5	5
66	No information .....	1	4	1	3
	<b>Normal Retirement Age</b>				
67	Under 60 years .....	—	1	—	1
68	60 years .....	1	32	1	37
69	61 to 64 years .....	—	—	—	—
70	65 years .....	71	37	73	35
71	Over 65 years .....	4	3	1	1
72	No information .....	1	—	1	—
73	Provision for retirement at earlier than normal age .....	67	64	65	64
74	Provision for retirement at later than normal age .....	37	38	32	33
75	No information .....	2	1	1	2
	<b>INDUSTRIAL MEDICAL SERVICES</b>				
76	Provide medical or first aid services .....	52		63	
77	Do not provide medical or first aid service .....	42		30	
78	No information .....	6		7	
	<b>Medical and First Aid Personnel</b>				
79	Physician(s) in attendance full-time .....	2		2	
80	Physician(s) in attendance part-time .....	6		20	
81	Physician(s) on call .....	12		20	
82	Registered Nurse(s) in attendance full-time .....	5		42	
83	Registered Nurse(s) in attendance part-time .....	—		20	
84	First Aid Personnel .....	26		26	
85	No information .....	19		5	
	<b>Medical Services Provided</b>				
86	Pre-placement medical examinations .....	27		20	
87	Periodic medical examinations .....	10		6	
88	Home visits by plant physician .....	1		4	

**Table 18 - TRADE - Canada - Office Employees**

- Concluded -

No.		Wholesale Trade	Retail Trade
		%	%
	<i>Medical Services Provided - (Concluded)</i>		
89	Home visits by plant nurse .....	4	14
90	Emergency first aid care.....	41	54
91	No information .....	1	7
	<i>HEALTH BENEFIT PLANS</i>		
92	Have Health Benefit plans .....	95	93
93	Do not have Health Benefit plans .....	4	4
94	No information .....	1	3
	<i>Types of Plans</i>		
95	"Major Medical" plans only .....	31	26
96	Specified Basic Benefits only .....	28	48
97	Combination of Major Medical and Specified Benefits .....	36	18
98	No information on types of plans.....	-	1
	<i>Types of Benefits</i>		
99	Surgical and obstetrical benefits.....	89	84
100	Physicians care in hospital .....	86	81
101	Physicians home and office calls .....	73	67
102	Special duty nursing care in hospital .....	46	34
103	Diagnostic X-ray and laboratory services, etc. ....	78	74
104	Prescribed drugs .....	45	29
	<i>Coverage</i>		
105	Employees and dependents covered .....	88	79
106	Employees only covered .....	2	3
107	No information on coverage .....	5	10
	<i>Financing of Plans</i>		
108	By employer and employees jointly.....	64	53
109	By employer only .....	13	4
110	By employees only.....	13	27
111	No information on financing .....	5	8
	<i>COLLECTIVE AGREEMENTS</i>		
112	Percentage of employees covered .....	2	1

**Table 19 – FINANCE AND INSURANCE – Canada – Office Employees**

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		<i>Banks</i>	<i>Life Insurance</i>	<i>Non-Life Insurance</i>	<i>Investment and Loan</i>
No.		No.	No.	No.	No.
	<b>SURVEY COVERAGE</b>				
1	Total Number of Reporting Units .....	23	163	318	684
2	Total Number of Employees .....	68,308	19,671	17,090	23,328
	<b>STANDARD WORK WEEK</b>	%	%	%	%
	<i>Hours per Week</i>				
3a	Under 35 hours.....	—	3	7	3
3b	35 hours.....	22	22	50	53
3c	Over 35 and under 37½ hours .....	9	25	17	4
3d	37½ hours .....	45	49	13	17
3e	Over 37½ hours .....	24	1	13	22
	<i>Days per Week</i>				
4	5 days .....	100	100	97	91
5	More than 5 days .....	—	—	3	8
	<i>Hours per Day</i>				
6	Under 7½ hours .....	44	39	76	65
7	7½ hours .....	25	56	13	18
8	8 hours .....	31	5	11	15
9	Over 8 hours .....	—	—	—	1
10	No Standard Work Week .....	—	—	—	1
	<b>PAID STATUTORY OR PUBLIC HOLIDAYS</b>				
11	Provide such paid holidays.....	100	100	100	100
12	Do not provide such holidays .....	—	—	—	—
13	No established policy.....	—	—	—	—
14	No information .....	—	—	—	—
	<i>Number of Holidays per Year</i>				
15	1 to 5 days .....	—	—	—	—
16	6 days .....	—	2	3	3
17	7 days .....	—	18	15	9
18	8 days .....	—	23	34	31
19	9 days .....	41	18	27	29
20	More than 9 days .....	59	39	18	23
21	Number not stated .....	—	—	3	5
	<b>VACATIONS WITH PAY</b>				
22	Provide vacations with pay.....	100	100	100	100
23	Do not provide vacations .....	—	—	—	—
24	No established policy.....	—	—	—	—
25	No information .....	—	—	—	—

Table 19 - FINANCE AND INSURANCE - Canada - Office Employees

- Continued -

		Banks	Life Insurance	Non-Life Insurance	Investment and Loan
No.		%	%	%	%
	VACATIONS WITH PAY - (Concluded)				
26	Vacation Increases With Service .....	100	99	95	96
27	Two weeks .....	100	99	95	96
28	After: Less than 1 year .....	15	29	22	13
29	1 year .....	85	70	72	82
30	2 years .....	-	-	1	1
31	3 years .....	-	-	-	-
32	4 years .....	-	-	-	-
33	5 years .....	-	-	-	-
34	More than 5 years .....	-	-	-	-
35	No information on required service .....	-	-	-	-
36	Three weeks .....	100	98	91	92
37	After: Less than 10 years .....	91	8	20	22
38	10 years .....	-	48	33	50
39	11 to 14 years .....	-	1	-	7
40	15 years .....	9	40	28	10
41	16 to 19 years .....	-	-	-	-
42	20 years .....	-	-	5	2
43	More than 20 years .....	-	1	5	1
44	No information on required service .....	-	-	-	-
45	Four weeks .....	100	83	51	40
46	After: Less than 25 years .....	37	13	14	28
47	25 years .....	63	67	28	12
48	More than 25 years .....	-	3	9	-
49	No information on required service .....	-	-	-	-
50	Vacation Does Not Increase With Service .....	-	1	5	4
51	One week .....	-	-	-	-
52	After: 1 year or less .....	-	-	-	-
53	2 years .....	-	-	-	-
54	More than 2 years .....	-	-	-	-
55	No information on required service .....	-	-	-	-
56	Two weeks .....	-	1	3	2
57	After: 1 year or less .....	-	1	3	2
58	2 years .....	-	-	-	-
59	More than 2 years .....	-	-	-	-
60	No information on required service .....	-	-	-	-
61	Three weeks or more .....	-	-	2	2
62	No information on length of fixed vacation .....	-	-	-	-

Table 19 - FINANCE AND INSURANCE - Canada - Office Employees

- Continued -

No.		Banks		Life Insurance		Non-Life Insurance		Investment and Loan	
		M	F	M	F	M	F	M	F
	<b>RETIREMENT POLICY FOR MALE AND FEMALE EMPLOYEES</b>	%		%		%		%	
63	Have such retirement policy .....	100	100	94	98	93	92	89	86
64	Do not have such retirement policy .....	-	-	5	1	6	6	9	9
65	No established policy .....	-	-	1	1	1	1	2	3
66	No information .....	-	-	-	-	-	1	-	2
	<b>Normal Retirement Age</b>								
67	Under 60 years .....	-	21	-	1	-	3	-	1
68	60 years .....	20	50	-	56	8	45	5	33
69	61 to 64 years .....	45	-	-	9	2	2	11	11
70	65 years .....	35	29	94	32	80	40	72	41
71	Over 65 years .....	-	-	-	-	2	1	-	-
72	No information .....	-	-	-	-	1	1	1	-
73	Provision for retirement at earlier than normal age .....	100	100	90	90	71	67	76	75
74	Provision for retirement at later than normal age .....	51	71	42	46	46	44	45	55
75	No information .....	-	-	-	1	3	3	3	3
	<b>INDUSTRIAL MEDICAL SERVICES</b>								
76	Provide medical or first aid services .....	56		78		36		22	
77	Do not provide medical or first aid service .....	44		17		49		61	
78	No information .....	-		5		15		17	
	<b>Medical and First Aid Personnel</b>								
79	Physician(s) in attendance full-time .....	-		27		-		-	
80	Physician(s) in attendance part-time .....	20		32		11		3	
81	Physician(s) on call .....	-		35		7		3	
82	Registered Nurse(s) in attendance full-time .....	55		65		5		3	
83	Registered Nurse(s) in attendance part-time .....	20		12		8		-	
84	First Aid Personnel .....	-		19		5		4	
85	No information .....	1		10		17		15	
	<b>Medical Services Provided</b>								
86	Pre-placement medical examinations .....	43		76		30		19	
87	Periodic medical examinations .....	2		52		13		8	
88	Home visits by plant physician .....	-		2		-		-	



Table 19 - FINANCE AND INSURANCE - Canada - Office Employees

- Concluded -

		Banks	Life Insurance	Non-Life Insurance	Investment and Loan
No.		%	%	%	%
	<i>Medical Services Provided - (Concluded)</i>				
89	Home visits by plant nurse .....	—	14	6	—
90	Emergency first aid care .....	21	69	16	9
91	No information .....	13	—	1	—
	<i>HEALTH BENEFIT PLANS</i>				
92	Have Health Benefit plans .....	100	98	96	95
93	Do not have Health Benefit plans .....	—	2	3	4
94	No information .....	—	—	1	1
	<i>Types of Plans</i>				
95	"Major Medical" plans only .....	26	55	26	34
96	Specified Basic Benefits only .....	—	7	26	17
97	Combination of Major Medical and Specified Benefits .....	74	36	44	43
98	No information on types of plans .....	—	—	—	1
	<i>Types of Benefits</i>				
99	Surgical and obstetrical benefits.....	100	97	93	90
100	Physicians care in hospital .....	100	95	88	90
101	Physicians home and office calls .....	95	91	74	72
102	Special duty nursing care in hospital .....	100	89	57	62
103	Diagnostic X-ray and laboratory services, etc. ....	100	96	88	83
104	Prescribed drugs .....	100	81	50	71
	<i>Coverage</i>				
105	Employees and dependents covered .....	100	98	93	91
106	Employees only covered .....	—	—	—	—
107	No information on coverage .....	—	—	3	3
	<i>Financing of Plans</i>				
108	By employer and employees jointly .....	100	94	60	64
109	By employer only .....	—	2	7	22
110	By employees only .....	—	2	27	6
111	No information on financing .....	—	—	2	2
	<i>COLLECTIVE AGREEMENTS</i>				
112	Percentage of employees covered .....	—	1	1	—

1962

# SURVEY OF WORKING CONDITIONS

Each year more than 20,000 employers participate in a survey of working conditions in Canadian industry conducted by the Economics and Research Branch of the Federal Department of Labour. The results of this survey provide information on important working conditions by industry and by province. This information is used extensively by business, labour, and government in analyzing trends in personnel practices. The survey results are published in *Working Conditions in Canadian Industry* (available from the Queen's Printer, Ottawa, Canada). Information submitted by individual employers is held in strict confidence.

## INSTRUCTIONS FOR COMPLETING QUESTIONNAIRE

**ESTABLISHMENT CHARACTERISTICS** – Following the address and identification of the establishment, are questions dealing with principal activities and numbers of employees. Questions 3 to 9 deal with specific working conditions. Provision is made for reporting separately for non-office and office employees.

**NON-OFFICE EMPLOYEES** – Include as non-office employees those non-supervisory workers directly engaged in the production of goods or services and the provision of maintenance and auxiliary services closely associated with production operations. Non-office employees are typically paid on an hourly basis.

**OFFICE EMPLOYEES** – Include as office employees those workers engaged in clerical, accounting, secretarial, sales, executive and administrative activities. Office employees are typically paid on a salaried basis.

**MAJORITY CONDITIONS** – Report working conditions applicable to the majority of workers in each of the two broad groups, non-office and office. Do not report any special conditions applying to proprietors, senior executives or other minority groups of employees.

**REPORTING PERIOD** – Information provided in reply to the questions in this form should be based on conditions prevailing in the last normal pay period preceding May 1, 1962.

Please complete and return the white copy of this questionnaire in the enclosed envelope **not later than May 31, 1962**. Your prompt co-operation will be appreciated. The blue copy is for your records. Further information regarding the completion of the survey forms or results of previous surveys may be obtained from the Economics and Research Branch, Department of Labour, Ottawa 4, Ontario.

Economics and Research Branch,  
Department of Labour

If this address is incorrect,  
please amend.

# 1. PRINCIPAL ACTIVITIES: Products or services in order of value:

(i).....

(ii).....

## 2. NUMBER OF EMPLOYEES ON PAYROLL

State the number of employees in this establishment as of May 1, or last preceding pay day. If abnormal conditions prevailed, such as temporary shut downs or strikes, report for the last preceding normal pay day .....

Number	
Non-office 18-22	Office 28-32
<input type="text"/>	<input type="text"/>

## 3. STANDARD WORK WEEK

State the number of hours and days normally scheduled for the majority of employees in this establishment .....

	Non-office 33-35	Office 49-51
Hours per day	<input type="text"/>	<input type="text"/>
Hours per week	<input type="text"/>	<input type="text"/>
Days per week	<input type="text"/>	<input type="text"/>
Check (X) if no standard work week	<input type="text"/>	<input type="text"/>

## 4. PAID STATUTORY OR PUBLIC HOLIDAYS

Do you pay the majority of your employees for any statutory or public holidays on which they normally do not work? .....

	Check (X)	
	Non-office 57	Office 59
Yes	<input type="text"/>	<input type="text"/>
No	<input type="text"/>	<input type="text"/>
No established policy	<input type="text"/>	<input type="text"/>

(A PAID HOLIDAY for the purpose of this survey is defined as a day on which an employee is not required to work but is paid a full day's pay at straight-time rates. These holidays may include federal, provincial, municipal and regularly observed religious or other holidays.)

### IF YES, ANSWER BELOW -

How many days of the year do you designate as paid holidays? .....

Number	
Non-office 60-1	Office 64-5
<input type="text"/>	<input type="text"/>

## 5. VACATIONS WITH PAY

Do you provide annual vacations with pay for your employees? .....

	Non-office 33	Office 35
Yes	<input type="text"/>	<input type="text"/>
No	<input type="text"/>	<input type="text"/>
No established policy	<input type="text"/>	<input type="text"/>

### IF YES, ANSWER BELOW -

(a) Check which of the following policies applies .....

	Non-office 36	Office 38
Vacation increases as service increases	<input type="text"/>	<input type="text"/>
Vacation does not increase as service increases	<input type="text"/>	<input type="text"/>

(b) Please provide details of the plan, indicating the length of service required to qualify.

Paid Vacation of	Service Required to Qualify						
	Non-Office			Office			
	Months	or	Years	Months	or	Years	
1 week 39-40							55-56
2 weeks 41-42							57-58
	Years			Years			
3 weeks 43-44							59-60
4 weeks 45-46							61-62





**9. HEALTH BENEFIT PLANS**

(This question is concerned only with non-governmental insurance or pre-payment plans. **DO NOT** report benefits or employer contributions under federal-provincial hospital insurance plans or other government sponsored plans.)

1. Are the majority of your employees covered by a voluntary health insurance or pre-payment plan(s)? .....

		Non-office	Office
Yes	1	49	51
No	2		

**IF YES, ANSWER BELOW -**

2. In which one of the following categories does your plan fall?

(**"Major Medical" Provisions** only) .....

Type A ( Provides for payment of part or all of a broad range of medical, surgical and other health service expenses after payment of an initial deductible amount by the employee.)

		Check (X)
		Non-office Office
1		52 54

(**Specified Basic Benefits** only) .....

Type B ( Provides for payment of specified health service expenses without payment by the employee of an initial deductible amount, (i.e., there are no "Major Medical" provisions).)

2 ☐ ☐

(**Combination** of Types A and B) .....

Type C ( Provides specified basic benefits plus "Major Medical" as a supplementary feature.)

3 ☐ ☐

3. Please check the features of your plan(s) in the appropriate boxes below:

If your plan is Type A - Check (X) under headings in column 1 **only**.

If your plan is Type B - Check (X) under headings in column 2 **only**.

If your plan is Type C - Check (X) under headings in **both** columns 1 and 2.

	1		2	
	TYPE A PLAN "Major Medical"		TYPE B PLAN "Specified Basic Benefits"	
	Non-office	Office	Non-office	Office
<b>BENEFITS</b>				
(a) Surgical and Obstetrical Benefits.....	55	71	33	49
(b) Medical Care (non-surgical)				
(i) Physicians care in hospital .....	56	72	34	50
(ii) Physicians home and office calls .....	57	73	35	51
(iii) Special duty nursing care in hospital .....	58	74	36	52
(c) Diagnostic X-ray and Laboratory Services, etc. ....	59	75	37	53
(d) Prescribed Drugs .....	60	76	38	54
<b>DOES YOUR PLAN PROVIDE BENEFITS FOR:</b>				
(a) Employee and dependants? .....	61-1	77-1	39-1	55-1
(b) Employee only? .....	61-2	77-2	39-2	55-2
<b>HOW IS YOUR PLAN FINANCED:</b>				
(a) By employer and employees jointly? .....	62-1	78-1	40-1	56-1
(b) By employer only? .....	62-2	78-2	40-2	56-2
(c) By employees only? .....	62-3	78-3	40-3	56-3

**IF YOUR PLAN IS TYPE B OR TYPE C, ANSWER PART 4 BELOW:**

4. Please check (X) in appropriate box whether your plan(s) (excluding "Major Medical Benefits" under Type C plan) is of the Service or Indemnity type.

**Service Plans** involve contracts under which participating doctors (or their professional associations) agree to accept the fees or rates paid by the plans as full payment for most services rendered .....

		Check (X)
		Non-office Office
Service Plan	1	57 59

**Indemnity Plans** reimburse the individual member for medical and surgical expenses up to fixed maximum sums for each type of service rendered. These plans do not involve contracts with doctors to accept the amount paid by the plan as full payment for services rendered .....

Indemnity Plan 2 ☐ ☐

Date.....	..... (Signature of official submitting this report)
For Departmental Use	..... (Official title)















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